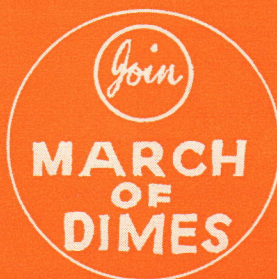
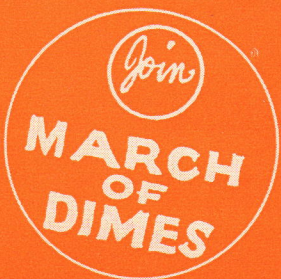
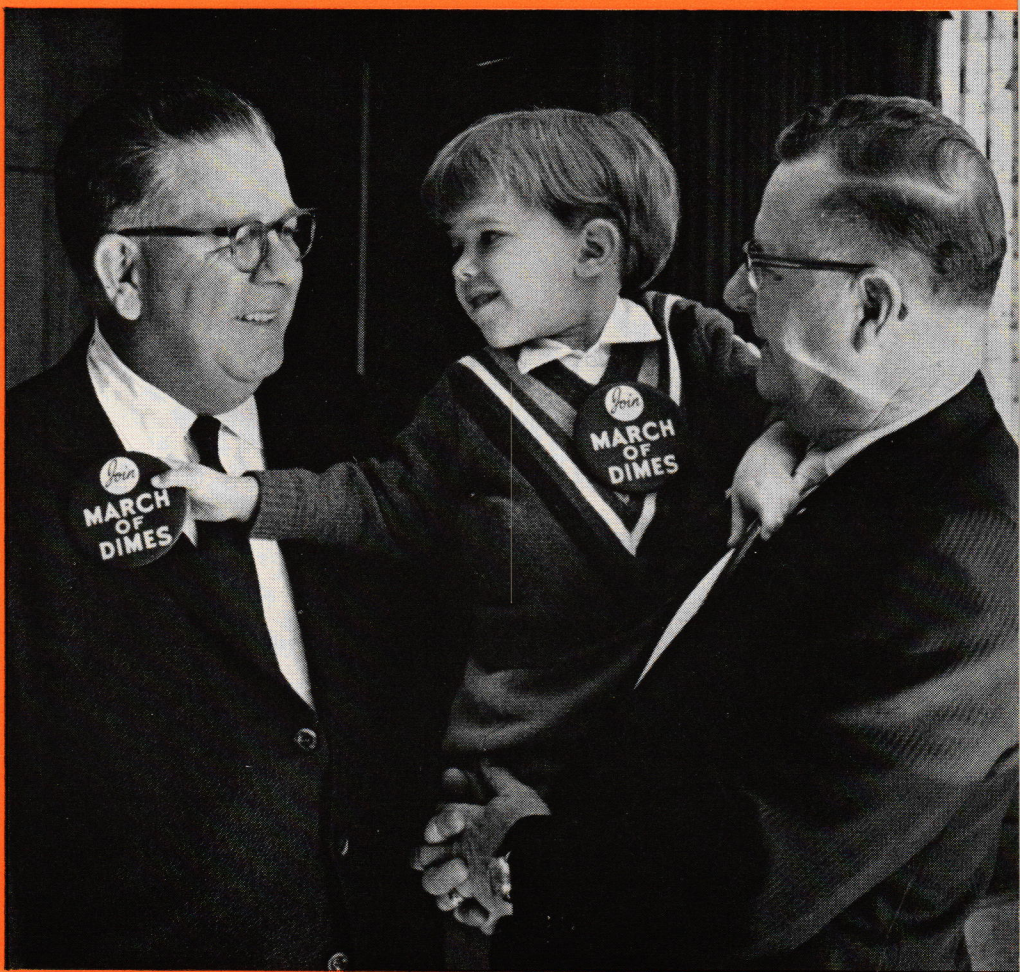


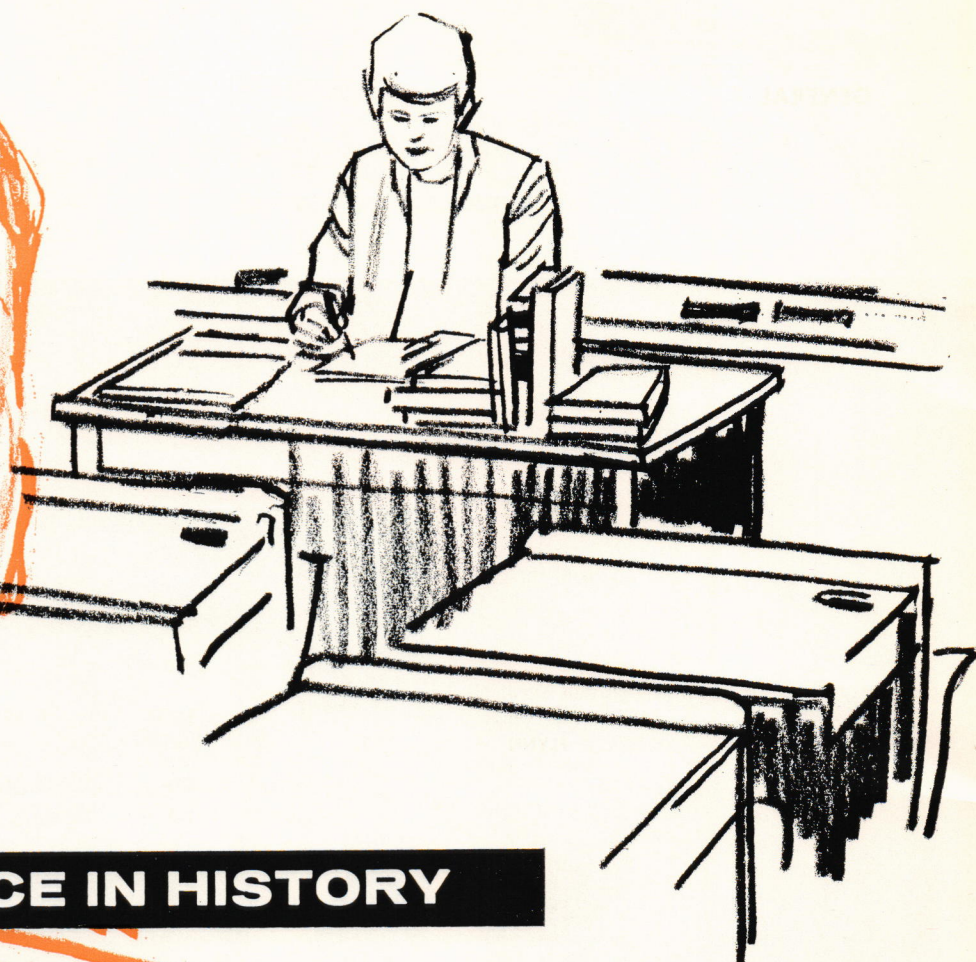
March of Dimes National Poster Child is Teamster's Son

see page 22



IBT Executive Board Meeting Report

see page 4



LABOR'S PLACE IN HISTORY

GENERALLY OVERLOOKED in the recent conflicts between unionized teachers and conservative school boards in major cities was the fact that the teachers were the only people with a program aimed at correcting some of the ills in public education.

The campaigns in Detroit, New York, and other metropolitan areas for better wages, hours, and conditions for themselves were only part of the goals hoped for by the members of the American Federation of Teachers.

They also were concerned about the children whose educational opportunities in too many instances have been retarded by school boards and administrators locked in the concrete of backward policies and low funds.

Most of the contract proposals desired by the teachers—unbeknownst to the general public—were actually a reflection of needed directions of action cited by President Johnson in his manpower report to the Congress early this year. The needs, however, have long been comprehended and advocated by the organized teachers.

Discussing the shortages of elementary and secondary school teachers, the President's manpower report included a rundown on what could be done to improve teacher utilization and to attract more good teachers.

First on the list was improvement in teacher salaries. Higher pay would make teachers more competitive with personnel in other fields with similar qualifications but greater incomes. This, in turn, would help slow the exodus of teachers from the classrooms to better paying jobs.

Also high on the list was the need for improvement in the teaching situation in schools in poverty areas. This would help stem the crippling outflow of teachers from schools even when salaries are relatively high.

"Intensified efforts are needed," said the manpower report, "to effect changes such as:

"(1) Reduction in class size and employment of assistant teachers and teacher aides, so that the teacher can give each child the individual attention needed for his education progress.

"(2) Provision of more classrooms and better facilities—modern textbooks, audiovisual aids, in some schools even sufficient desks and chairs.

"(3) Increased supportive services—counseling, social work, psychological and health services—to reduce the teacher's burdens in dealing with disturbed and disruptive children and permit concentration on teaching.

"(4) Better recreational and community services . . ."

In one form or another, all of the four recommendations were sought in collective bargaining agreements desired by the organized teachers.

Elimination of discriminatory practices in the hiring of teachers, training programs by which experienced teachers can improve and update their skills, and numerous other ideas—long pushed by the teachers themselves—were also on the list of needs in the manpower report. Without these changes, the report implied, teacher shortages will continue.

Recent events indicate that collective bargaining is the only process capable of fulfilling the following all-American dream: For every teacher that is well-paid and has good working conditions in the future there will be a certain corresponding number of children with an improved chance at a better fundamental education than exists today.

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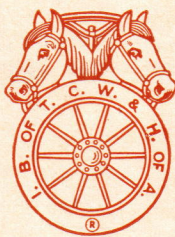
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What to Do
At the Scene
Of an Accident



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The

FIELD

Dairy Drivers Study Salesmanship Course

Hoping to resolve one of the dairy industry's perplexing problems—sharp declines in retail and home delivery sales—more than two dozen members of Teamster Local 517 in Fresno, Calif., recently returned to school in search of an answer.

The brain-child of Ted Wills, secretary-treasurer of Local 517, some 28 members who earn a livelihood by driving home delivery trucks are studying a course in salesmanship at Fresno State College business school.

Devoting an afternoon a week over an 11-week period, the Teamsters hope to improve their sales abilities so as to disperse more of their employers' products and help preserve not only their own jobs but the industry.

Both dairy management and the college are co-operating in the venture. In fact, to help orient himself with delivery problems, a professor rode on various routes in the Fresno area. A certificate of achievement goes to the Teamsters upon completion of the course.

Wills commented: "It's strictly an experiment, but will be interesting to see what success the drivers—as they progress in their studies—have in boosting sales on their routes and, in turn, developing more business for their employers."

Teamster Work Helps Gridder Get Education

Working as a Teamster the past 4 summers has enabled Mike Perry, co-captain of the St. John's University football team, to get a college education.

Mike, a star defensive end, worked in the dairy industry for 2 summers as a member of Teamster Local 471 of Minneapolis. In the next 2 summers, he worked in a cement plant as a member of Teamster Local 221, also of Minneapolis.

Perry's father, the late Gordon Perry, was a long-time dairy driver.

Scholarships Granted To 10 Youngsters

Ten youngsters, all children of members of Teamster Local 404 in Springfield, Mass., were recent recipients of the second annual Carmin P. Napoli-Teamsters Local 404 Scholarship Awards.

Altogether, a total of \$5,000 was granted to the youngsters who will attend colleges of their choice. The winners and the amounts of their scholarships: Edwin R. Kapinos, \$1,000; Jacqueline L. Scott,

\$800; Vivian R. Paquette, \$600; Rita Lysik, Marcia Goodreau, Marsha Skwira, and Sandra Pinney \$400; Robert Tucker and Richard Sheperd, \$300. One winner at the last moment had to reject a grant.

Massachusetts Couple Tops in Driving Skill

Mr. and Mrs. Joseph S. Vacaro, Jr., of Framingham, Mass.—he's a member of Teamster Local 504 in Boston—recently scored a double triumph in the annual intra-company rodeo conducted by Anchor Motor Freight Co.

Vacaro successfully defended his company-wide championship against Anchor's other district champs from 8 states representing the best of 1,500 drivers. Mrs. Vacaro won second place in the accompanying powder-puff rodeo.

Chicago Local Gives Scholarships to Seven

Seven children of members of Teamster Local 743 in Chicago, Ill., recently were awarded college scholarships worth a total of \$4,000.

Raymond P. Young won a \$1,000 grant established by Donald Peters, president of the local union. Awards of \$500 each were given by the local union to Marilyn Brda, Elaine J. Coleman, Nancy Randa, Kenneth Arway, Jerome Braun, and Ronald Czaplewski.

California Officer Ends 40-Year Career

Claude M. Ripley retired recently as president of Teamster Local 692 in Long Beach, Calif., to end a trade union career of nearly 4 decades.

A native of Idaho, one of Ripley's first jobs was delivering general merchandise, grain, and anything else in a Model T truck over muddy roads at Lewiston.

While the days were long and the pay short, Ripley still recalls that he was in sort of 7th heaven then because his truck had a ruxton axle "and I was the Barney Oldfield of the day."

New Jersey Officer Dies After Illness

James J. Smith, secretary-treasurer of Teamster Local 331 in Atlantic City, N.J., died recently after a brief illness.

Smith, a 33-year-member of the union, had served periodically as president and secretary-treasurer of the local.

Message of the General Vice President



Policing the Contract

WE IN THE International Brotherhood of Teamsters have always taken great pride in the quality of contracts which we negotiate for our membership.

Down through the years we have negotiated many innovations which have become standard in organized labor today.

As methods of distribution change and affect our membership, as automation and technological advances sweep down upon us, we intend to keep abreast of the challenges and meet them head on.

We have another source of pride in this International Union. We take pride in the manner in which contracts for the membership are policed by the local union officials and business agents to assure that they are meaningful documents.

The best contract language in the world is really nothing if unions do not insist that management live up to the full letter of the agreement.

This is in all areas of the agreement from wages, hours and working conditions down and through the proper processing of grievances.

I talked about this at some length in division meetings of the Central Conference of Teamsters meeting in Detroit last month, and I want to touch upon it again in this communication.

We talk a great deal about management's obligation to live up to the contract, and we insist that management meet this obligation.

However, our responsibility as officials of local unions is to see that the membership is properly serviced and that contracts are effectively policed.

We are now operating under the newly-negotiated National Master Freight Agreement, and it is an agreement in which we can take pride, both in its quality and in the manner in which it is policed.

It is to be expected that different interpretations of new clauses and benefits are made. However, through the proper machinery, rulings on interpretations of these clauses and benefits will be made, and local unions will be notified.

We must not forget, however, that settling grievances on the local union level is the essence of policing contracts. Our machinery for processing grievances is well established as the best, and to maintain this excellence it is necessary that only legitimate grievances be taken to the committees. Every effort must be made to settle disputes at the local level.

Our degree of excellence in negotiating contracts and policing them is not an accident, but is the product of good collective bargaining practice over the years.

By adhering to our established practice, we can continue to pride ourselves in the fact that the members we represent are receiving all that our contracts provide.

A handwritten signature in cursive script, reading "Frank C. Hoffmann".

IBT General Executive Board Holds Quarterly Meeting

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Hollywood, Florida, and conducted the regular routine business of the Union.

William Presser, of Cleveland, Ohio, accepted appointment as 12th vice president on the general executive board and was administered the oath of office, thus filling the vacancy created by the death of Gordon Conklin.

Roy Williams, of Kansas City, Mo., was administered the oath of office as International Union Trustee, filling the vacancy created by Presser's elevation to the executive board.

Board members unanimously accepted reports of General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer John F. English.

Vice presidents on the executive board gave unanimous approval to the position of General Vice President Fitzsimmons in the recent steel haul dispute, and amplified his position by

passing a resolution which declared that members involved were engaged in a wildcat action which did not have the sanction of the International Union. The resolution further pointed out that members are covered under an addendum to the National Master Freight Agreement which was ratified by the general membership.

Fitzsimmons gave a final report on the successful conclusion of all motor freight negotiations, thus completing contracts for this segment of the membership, all accomplished without a work stoppage.

Fitzsimmons also reviewed the recent West Coast warehouse negotiations; a wage reopener in the national agreement with the National Pipe Line Contractors Association; recent agreements with the Amalgamated Transit Union; his appearance at the National Warehouse Division meeting; and the National Bakery Conference meeting.

The General Vice President reviewed the progress of the Union's

boycott of the products of the Hollywood Candy Company.

Board members reviewed strike reports from the various Conferences, which revealed that work stoppages of members equal the all-time low for the International Union.

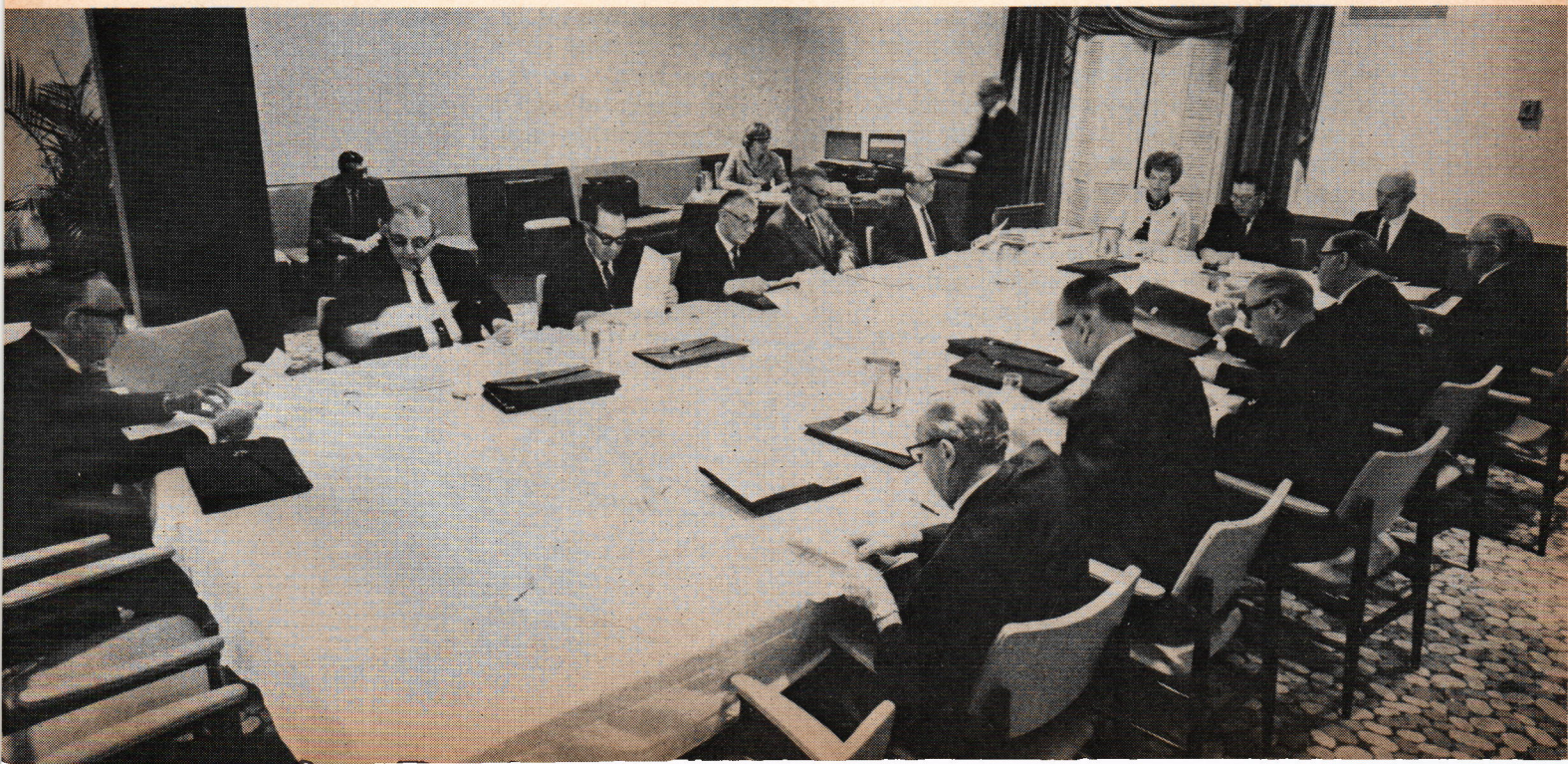
Vice Presidents also heard a report that membership of the International Union for September, 1967, had increased more than 21,000 over September, 1966. The report also revealed that per capita payments for the first 9 months of 1967 were more than 54,000 ahead of the same period for 1966.

Also reporting to the executive board was David Previant, IBT general counsel, who reviewed legal decisions of courts and government agencies affecting Teamsters and organized labor.

Carlos Moore, IBT legislative director, reported on the progress of DRIVE and reviewed legislation pending in Congress with a special interest to Teamsters and to organized labor.

International Brotherhood of Teamsters general executive board in session last month during regular quarterly meeting. Meeting was held in Hollywood, Florida, where the GEB

conducted the regular routine business of the International Union.



Central Conference Delegates Unanimously Reelect James R. Hoffa Chairman



**CCT
Policy
Committee**

Frank E. Fitzsimmons
Ray Schoessling



James R. Hoffa

JAMES R. HOFFA, general president of the International Brotherhood of Teamsters, has been unanimously reelected chairman of the Central Conference of Teamsters.

The action took place late last month in Detroit at the 12th meeting of the Central Conference of Teamsters.

Delegates time and again, in their remarks from the floor of the meeting, expressed their gratitude to Hoffa for having the foresight in the early 1930's to plan for the final formation of the Conference.

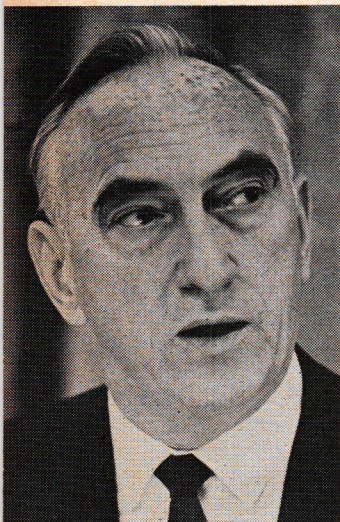
General Vice President Frank E. Fitzsimmons was unanimously reelected to the Central Conference policy committee with full responsibility for directing the Conference.

International Union Vice President Harold J. Gibbons received the unanimous vote of the delegates for a policy committee post. Gibbons serves as acting director of the Conference.

Also unanimously reelected were International Union Vice President Robert Holmes, of Detroit, and International Union Trustee Roy Williams, of Kansas City, Mo.

Ray Schoessling, International Union vice president from Chicago, appointed to the policy committee to replace the late John T. 'Sandy' O'Brien, was unanimously elected for a full term.

William Presser, newly appointed International Union vice president from Cleveland, received the unanimous backing of the delegates to fill out the seven-man policy committee.



Harold J. Gibbons
William Presser



Robert Holmes
Roy Williams



No Retreat**Fitzsimmons Hails Conference Growth in Speech to Delegates**

TEAMSTER General Vice President Frank E. Fitzsimmons, speaking to delegates to the 12th meeting of the Central Conference of Teamsters in Detroit last month, praised the work of General President James R. Hoffa in development of the Conference.

Pointing out that he had been with Hoffa for more than 30 years, Fitzsimmons declared:

"You all miss him, and I know it. But I hope you never miss him as much as I do."

Tracing the development of the Central Conference, Fitzsimmons reminded delegates that it had its early beginnings in 1938 when Hoffa formed the Central States Drivers Council, bringing small over-the-road local unions into the meetings of the larger local unions to coordinate activities on behalf of the membership and their families.

"Jimmy did this," Fitzsimmons said, "and had the foresight in 1953 to expand that organization into the Central Conference of Teamsters. It was under his leadership and his constant insistence that we grow and progress that we meet today with our present strength and contract excellence. There must be no retreat from the goals outlined for this Conference by Jimmy Hoffa."

Touching on problems which relate themselves to the activities of all local unions in the International Union, Fitzsimmons pointed to the anti-labor and anti-Teamster political atmosphere which he says prevails throughout the country.

He lashed out at a recent decision of the National Mediation Board in which an election of Pan American employees for Teamster representation was set aside because of what the NMB called "its own mistakes."

Speaking of the recent steel haul strike, Fitzsimmons reported the action of the International Union general executive board which unanimously supported his position that the dispute was a wildcat action not sanctioned by the International Union.

Fitzsimmons maintained throughout the dispute that the steel haulers were bound by a legally negotiated and rati-



FRANK E. FITZSIMMONS

"... Jimmy had the foresight to expand..."

fied agreement which had the machinery for processing grievances without a work stoppage.

Speaking to a meeting of the Freight Division of the Conference, Fitzsimmons declared that the International Union takes the position that all members will be represented and contracts will be enforced to the letter of the law, or local unions will transfer these members into legal unions which will give them proper representation.

The Teamster general vice president told delegates that the realities of life are that local unions must turn as much attention to politics and legislative action as they do to regular union business "or we will not ever again enjoy a meeting such as this and the progress which has been reported."

The Teamster General Vice President praised the work of Conference representatives. He called the growth in membership reported by the Conference the bulwark of defense against labor's enemies.

"As long as we maintain the vitality which has seen us grow to our present strength, and as long as we keep abreast of political and legislative dangers, we will be here another year to plan for new and better benefits for the membership," Fitzsimmons said.

CCT Reports New High in Membership

For the second quarter ending June 30, 1967, the average dues paying membership of the Central Conference of Teamsters was 614,703—the highest in its history. This membership figure represented an over-all 4.2 percent increase over the second quarter of 1966. The 590,277 dues-paying members located in the U. S. sector of the Central Conference represented a 4.0 percent increase over the second quarter of 1966, and the 24,426 members in two Canadian provinces constituted 11.5 percent increases over the previous year.

Since the formation of the Central Conference of Teamsters in 1953 the average dues-paying membership has increased by 36.1 percent indicating an annual growth rate of 2.6 percent. However, since 1962 the annual growth rate has averaged 2.9 percent and since 1965 it has been pegged at the rapidly expanding rate of 4.1 percent. Significantly these average growth rate figures for the Central Conference exceed the national Teamster growth rate and by far the rate of growth of the entire labor movement.

This rate of growth compares favorably with the growth rate of U. S. employment in non-agricultural establishments. Since 1962 employment in non-agricultural establishments increased at the average annual rate of 3.1 percent as compared with 2.9 percent average annual growth rate of Central Conference membership. In two of these years (1965-1967) the June 30th figures show that the CCT growth rate exceeded the rate of employment in non-agricultural establishments.

From a work force and union membership point of view the 13 states composing the Central Conference of Teamsters area are perhaps better organized generally than the rest of the country. The total non-agricultural work force of the area is approximately 17 million workers. Total union membership in the 13 states is nearly 6 million or 35.8 percent of the

non-agricultural work force. With the national ratio of union membership to non-agricultural work force currently pegged at 28 percent, the mid-west leads the nation in extent of union membership.

Michigan Leads

Qualitatively, Michigan with 38.9 percent, Missouri with 38.8 percent and Illinois with 37.9 percent are the best organized states in the area.

In comparing Teamster membership with total union membership in the area, the figures indicate that 10 percent or one out of every ten union members is a member of the Teamsters Union. However, the Teamster membership of four states in the Central Conference area is above this area-wide percentage. In Minnesota 15.9 percent of all union members belong to the Teamsters Union; in Missouri, Teamster membership is 13.5 percent of total union members, and in Illinois, Teamsters are 12.2 percent of the total. In North Dakota, with a negligible union membership, Teamsters constitute 12.4 percent of the total.

The 269 locals that make up the Central Conference of Teamsters have a local union membership range from 40 to 27,000. There are currently 8 local unions with a membership in excess of 10,000; five locals with membership ranging between 7,500 and 9,999, and fourteen local unions with membership ranging from 5,000 to 7,499. These 27 local unions representing 10 percent of the total locals account for 43.2 percent of all Central

Conference membership. The same groupings a year ago accounted for 37.8 percent of all membership.

The records show that there are 101 local unions with less than 1,000 members and these locals account for 9.6 percent of the total Conference membership.

Four of Five

Four of the five Teamster locals with the largest membership in the U. S. and Canada are located in the Central Conference. They are: Chicago Local 743 with 26,731 members; Chicago Local 705 with 20,022 members; Chicago Local 710 with 19,024 members, and Detroit Local 299 with 17,140 members.

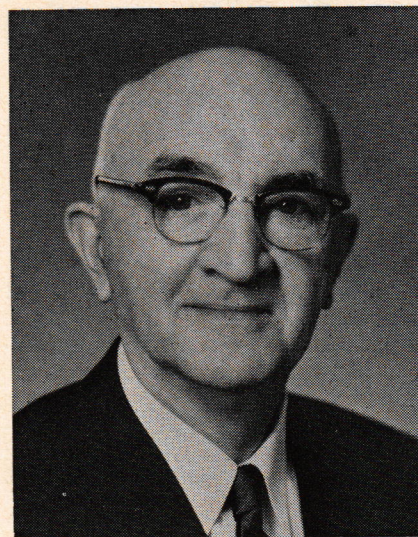
Other top membership locals in the Central Conference are: Indianapolis Local 135 with 14,093 members; Detroit Local 337 with 12,889 members; Louisville Local 89 with 11,280 members, and St. Louis Local 688 with 11,194 members.

The essence of the history of the Central Conference of Teamsters since its formation in 1953 has been the determined efforts to create a common wage market in motor freight and distribution of goods and services.

In the spring of 1967, under the leadership of General President James R. Hoffa and General Vice President Frank E. Fitzsimmons, this continuing effort achieved its greatest thrust to date with the renegotiation of the National Freight Agreement—the economic center piece of the Teamsters common and related wage market.

English Reports To Conference Delegates

International Brotherhood of Teamsters General Secretary-Treasurer John F. English gave delegates to the Central Conference of Teamsters last



JOHN F. ENGLISH

"... Hoffa one of the greatest ..."

month in Detroit a report on the stewardship of his office.

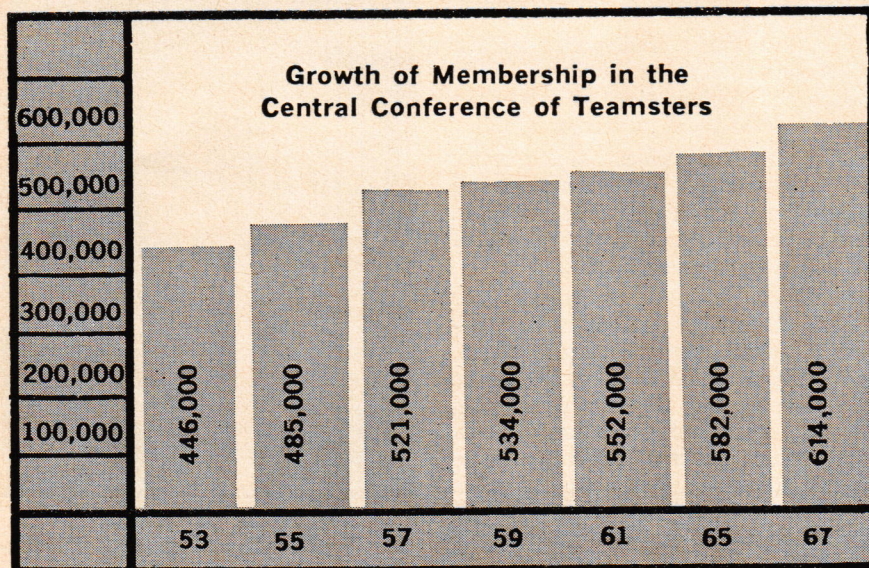
English, who first became a Teamster member in 1904 and an officer in 1911, called James R. Hoffa the greatest general president the Teamsters have ever had.

The general secretary-treasurer has served under Teamster Presidents Dan Tobin, Dave Beck, and Hoffa.

Detailing the financial strength of the International Union, English reported to the delegates that there is \$59 million in the IBT treasury to back up the process of collective bargaining for the membership.

Obviously proud of his long association with the organization, English advised the delegates:

"We can handle our business as well as anyone else, even though there are those who would classify us as unskilled help because we drive trucks and man warehouses and work in industrial plants.



"I stand up everywhere and say 'I am a Teamster,' and I am proud of it," English declared.

Tracing the development of Teamster collective bargaining from the early days to the present, English touched on such developments as the present scholarships offered by the

International Union and strongly advised the delegates and the membership to "educate your children."

Obviously aware that the experience of John F. English was an unlimited well of advice upon which to draw, delegates rose in a standing ovation when he completed his remarks.

For the Future

Gibbons Outlines CCT Goals To Serve Locals, Members

HAROLD J. GIBBONS, acting director of the Central Conference of Teamsters, outlining the welfare and the future course of the Conference, paid special tribute to General President James R. Hoffa.

Said Gibbons:

"If Hoffa had not been so militant in the defense of our local unions he would be here today. Each and every one of us looks forward to his speedy return."

Gibbons told delegates the Conference is in excellent shape with peak membership and a surplus in the treasury.

"More important, however," Gibbons said, "is the future of the Conference and the program which we put before you today."

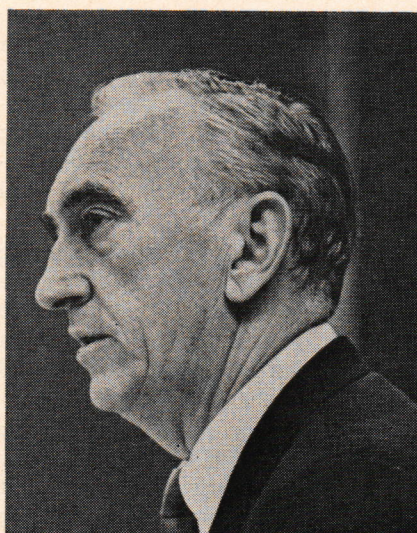
He then outlined the following goals for the Conference:

1. The strengthening of the various Conference trade divisions so local unions and members will be better informed, better mobilized to face the problems. To do this, it will be necessary to set up active policy committees in all trade divisions in the Conference.

2. With a deeper recognition of the aggregate strength of the big management organizations, greater emphasis will be placed on company-wide, area-wide and national agreements.

3. Greater emphasis will be placed in the area of politics. Here Gibbons cited the instance of the recent settlement in the railroad dispute where the government wrote the proposal, conducted the negotiations and told the workers what they would accept. Gibbons declared that political action is paramount if labor is to turn back the tide toward compulsory arbitration.

4. An attempt will be made to strengthen the Conference research de-



HAROLD GIBBONS

"... peak membership, treasury surplus..."

partment in an effort to better serve the needs of local unions in collective bargaining.

5. And the overall policy of the Conference, Gibbons stated, will be to adapt the organization to serve the needs of the local unions involved.

Gibbons had high praise for Frank E. Fitzsimmons for the time he had given the Conference while acting in the position of general vice president of the International Union.

Gibbons praised Fitzsimmons for his leadership in negotiating the national master freight agreement which, Gibbons declared, shows us in the Conference the way in negotiating industry-wide, area-wide and national agreements in our efforts to gain economic justice for our members when we deal with the corporate giants in this country where our membership works."

WCT Director Einar O. Mohn CCT Speaker

EINAR O. MOHN, director of the Western Conference of Teamsters and International vice president, told delegates to the Central Conference meeting last month in Detroit, that there is an important need to explore the thinking and the desires of the younger members of the union.

Said Mohn:

"Most of us here today are products of the Depression. But today, 50 per cent of the population of the United States is under 30 years of age. We must realize that old history of the International Union is not especially meaningful to them. They do not place the same emphasis on the dollar as we do.

"These youngsters are looking for meaningful things to do. During the course of the year, we talk to the same members at union meetings, but have done very little to develop communications with the younger members," Mohn said.

Of the civil rights movement, Mohn declared that the labor movement came forward with a few resolutions and a few dollars but did very little to contribute constructive leadership.

"The labor movement should have been in the forefront of the civil rights



EINAR O. MOHN

"... youngsters are looking for meaningful things to do..."

movement because it is an economic problem. Because we did not come forward with leadership, in some instances, the civil rights movement turned to young activists," Mohn said.

Speaking of the war in Vietnam, Mohn pointed out that the war soaked up the unemployment problem which was with us in the early 1960's. The war temporarily took care of the problem of unemployment caused by automation and by technological advance, Mohn said.

"I am not sure we are prepared for peace, should it come in Vietnam," Mohn said.

And then he warned:

"We had better not forget that the war is temporary relief from the problems of automation and technological advance. There had better be some serious planning by government, unions and the public sector because these problems will be back to haunt us when peace comes in Vietnam."

Mohn urged delegates not to discourage the appearance of young leadership from the rank-and-file.

"If we give the youngsters the opportunity for leadership, we will have a healthy union ten and twenty years from now. If we do not, we might not like the leadership which evolves," the WCT director declared.

On the subject of retired members, Mohn said:

"It is not enough to give retired members a pension. We must give them something constructive to do, and finance such a program with a few pennies if necessary."

● Industrial Gas

A majority of the production and maintenance workers at Liquid Carbonic Corp., in Tewksbury, Mass., recently voted for representation by Teamster Local 49 of Lowell, Mass., in a National Labor Relations Board election.

Robert J. Taylor, president of the local union, said 24 workers were eligible to ballot. The tally was 15 votes for the Teamsters, 8 votes for the International Brotherhood of Firemen, Oilers, and Powerhouse Employees, and 1 "no union" vote.

Taylor said Local 49 already has a contract covering drivers, mechanics, and mechanics helpers at the plant.

Liquid Carbonic Corp., is a subsidiary of the General Dynamics Corp.

November, 1967

Central Conference Membership By Jt. Council

Joint Council	Geographical Area	Average Membership June 30, 1967
25	Chicago Area	151,857
43	Detroit Area	78,085
41	Cleveland, Ohio	63,393
13	St. Louis Area	44,170
32	Minneapolis Area	36,129
69	Indiana	37,261
56	Kansas City Area	34,608
39	Wisconsin	33,713
65	Southern Illinois	26,356
52	Ontario, Canada	20,941
34	St. Paul Area	17,863
94	Kentucky	17,418
44	Toledo	13,918
45	Iowa	13,897
26	Cincinnati Area	13,102
81	Nebraska	4,997
82	No. & So. Dakota	3,510
86	Manitoba, Canada	1,030
	Unaffiliated Locals	2,455
Totals		614,703

● Hertz Pact

Some 600 Teamsters working for Hertz car rental and truck leasing divisions in 11 western states recently ratified a new 3-year agreement. The contract provides for annual wage boosts, improvements in the health and welfare plan, and higher pension contributions by the employer starting in 1968.

IBT First Lady



"Jo" Hoffa, wife of General President James R. Hoffa, received a standing ovation as she addressed delegates to the Central Conference of Teamsters last month in Detroit.

● Indiana Win

A majority of more than 200 production and maintenance workers at Chesty Foods, a potato chip manufacturer in Terre Haute, Ind., voted for representation by Teamster Local 144 in a recent National Labor Relations Board election.

Charles Miller, president of Local 144, said the workers picked the Teamsters over District 50 by a ballot count of 97 to 76.

The election victory was one of the largest Teamster wins in the food industry in recent months.

Family Affair



The Hoffas were much in evidence at the Central Conference of Teamsters meeting last month in Detroit. General President James R. Hoffa was unanimously reelected Conference Chairman. Shown here at Conference Banquet with General Vice President Frank E. Fitzsimmons are the Hoffa children, Barbara Crancer and James R. Hoffa, and the Teamster First Lady Josephine Hoffa.

CCT DIVISIONS



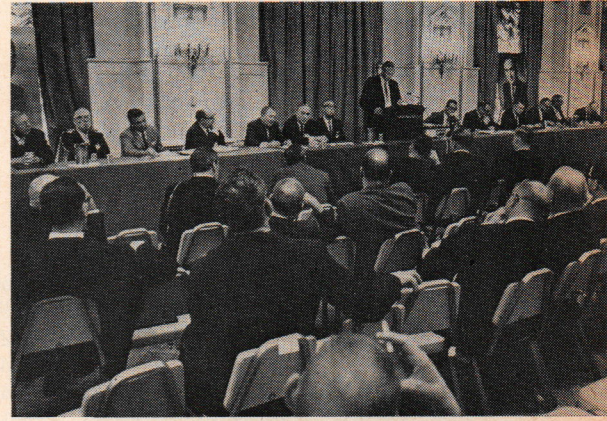
Freight Division



**Roy Williams
Freight**



**Robert Holmes
Warehouse**



Warehouse Division



Laundry Division



**Roy O'Donnell
Laundry**



**Louis Triscaro
Construction**



Construction Division



Brinks Division



**David Johnson
Brinks**



Steve Schultz



Automotive-Petroleum

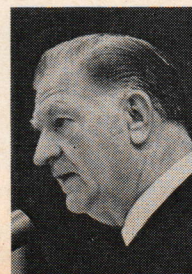
Dairy Division



**Howard Haynes
Dairy**



**Ray Schoessling
Brewery-Soft Drink**



Brewery-Soft Drink



CCT DIVISIONS



Cannery Division



**Don Eaton
Cannery**



**Don Peters
Montgomery Ward**



Montgomery Ward



Public Service



**David Sark
Public Employees**



**Earl Drange
Industrial**



Industrial Division



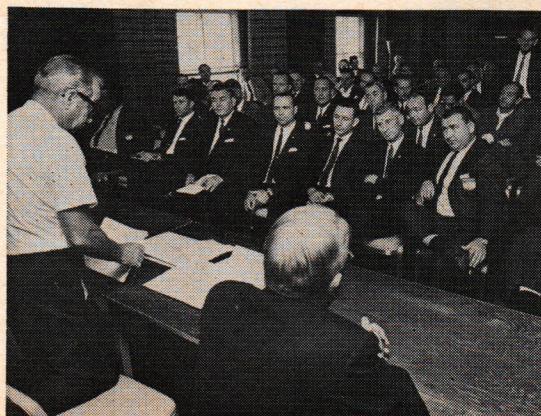
Bakery Division



**Whitney Elliott
Bakery**



Nat. Paper Division



Canadian Delegation

Drivers Vindicated

Texaco Arbitration Award May Hit \$1 Million Mark

In one of the largest and most significant arbitration cases of its kind, 41 members of Teamster Local 692 in Long Beach, Calif., have been ordered



TED MERRILL

"... there is a concerted drive afoot..."

reinstated to their jobs at Texaco Oil Co., with full backpay and privileges.

The arbitration grew out of the discharge of all but one of the men on charges of dishonesty. The other man was fired for refusing to cooperate in the company's investigation of the charges. The firings took place in 1965.

Restitution

Restitution for the 41 aggrieved members is expected to near the \$1 million total. Ted Merrill, president of Teamster Joint Council 42, initiated the case when he held the office of secretary-treasurer of Local 692. Joseph Perkins, now secretary-treasurer of the local union, completed the case.

Covering a period of 6 months, the arbitration hearings resulted in mountains of documents, including 3,286 pages of testimony, 125 exhibits comprised of thousands of separate documents—all involving 184 separate alleged acts of misconduct by the Texaco employees.

Attorneys for Local 692 pointed out

that some two-thirds of the Teamster bargaining unit was given walking papers in the company's discharge action, and that shortly afterward, Texaco filed for decertification of the union as bargaining agent.

"It is clear from the evidence," the Teamster brief stated, "that (company officials) tried to find a basis for getting rid of everybody whose company 'loyalties' had been watered down by unionism."

"We have no doubt that applying precisely the same rigid formulas for imputing dishonesty to working people, the same carrot-and-stick approach to dealers to force them to implicate drivers . . . and the same star-chamber coercive techniques to employees, can bring the same results in any terminal of Texaco or any other oil company in the country."

Warning

The brief further warned that if "the terminal is not covered by a union contract requiring just cause for discharge, the house can be cleaned out without so much as a whimper."

The arbitrator ruled the 41 firings were not for proper cause.

Second Blow

Texaco's management suffered a second blow to its union-busting strategy when the Teamster local agreed to allow those workers hired as replacements for the 41 fired men to vote in a subsequent decertification election held by the National Labor Relations Board. Teamster representation was upheld by an 8-to-1 margin in the balloting.

Expressing delight at the overall victory, Merrill commented:

"I think there is a message and a warning here for every good union man in the country. There is a concerted drive afoot, gaining daily in its intensity, to put the unions out of business."

"If we are to survive, if we are to continue to do a good job representing our members, we must double our vigilance on every front, not just in grievance matters but especially in the areas of legislation, organization, and contract negotiations."

Local 102 Bests IBEW

In a second election ordered by the National Labor Relations Board, Teamster 102 of Rockaway, N.J., overwhelmingly defeated the International Brotherhood of Electrical Workers at the Chatham Division of Wagner Electric Co., in Livingston, N.J.

Ben Merker, secretary-treasurer of Local 102, said the ballot count of 488 workers eligible to vote was 222 for the Teamsters, 142 for the IBEW, and 4 "no union" votes. There were 5 challenges.

The election was ordered by the NLRB after a 5-month probe of charges filed by both the company and the IBEW against the Teamster local union which won the first ballot last March by a tally of 247 to 212.

The complaint was that Local 102 issued the employees a paid life insurance policy—which other Local 102 members enjoy—and the NLRB construed this to be an inducement for the workers to vote Teamster. The IBEW contract expired last April and the workers have been without union representation since that date.

Merker credited Fannie Yadouga, William Bell, Alice Kayser, Ann Czarnecki, and "many others," with leading the organizing drive.

● Soft Drinks

A majority of the 81 employees at Shasta Beverages, canner of soft drinks in La Mirada, Calif., recently voted for representation by Teamster Local 952 in a National Labor Relations Board election.

Lee Kearney, secretary-treasurer of Local 952, said 81 maintenance men, lab technicians, production workers, warehousemen and truck drivers were eligible to ballot. The tally was 37 for the union and 29 against.

● Test Pilots

Helicopter test pilots employed by the aircraft division of Hughes Tool Co., in Carlsbad, Calif., voted almost unanimously for representation by Teamster Local 542 of San Diego, Calif., in a recent National Labor Relations Board election.

James S. Barham, Local 542 secretary-treasurer, said 6 of the pilots voted for the union and 1 against. Hughes Tool Co., manufactures helicopters at Palomar Airport.

\$300,000 in Backpay**Supreme Court Rules Against Overnite in Teamster Case**

By refusing to hear the appeal by Overnite Transportation Co., the U.S. Supreme Court in effect denied the company's appeal of a National Labor Relations Board ruling—which means that the employer will be required to reinstate the wages and all conditions of employment which it unilaterally changed and reduced when it took over Rutherford Freight Lines in November, 1964.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, hailed the ruling and said attorneys estimated that the amount of backpay for members of Teamster Local 171 of Roanoke, Va., would total in excess of \$300,000.

Flynn added, "we do not expect that Overnite will immediately pay the money due but that it will no doubt exercise its right to litigate the question of how much backpay is due and owing." Meanwhile, backpay and interest continues to pile up.

Finality

Whatever the amount that will come to the Teamsters involved, the Supreme Court's refusal to grant Overnite's petition for a writ of certiorari spells a certain finality in the case.

The company appealed to the high court after the U.S. Court of Appeals for the Fourth Circuit upheld an NLRB decision that figuratively brought to heel Overnite, one of the largest non-union trucking firms in the nation.

The legal point established in the case is that when a company purchases another, which continues in the same "employing enterprise," the purchaser is considered a successor and is bound to recognize the employees' bargaining agent—in this case, Teamster Local 171. Furthermore, the purchasing firm may not unilaterally establish or change any conditions of employment without notice to and bargaining with the union.

When Overnite bought Rutherford, there were no significant changes made in the operation at Rutherford's Roanoke and Pulaski terminals.

Overnite offered employment to all the terminal employees and they all

accepted. Roanoke and Pulaski drivers, who punched in on a Rutherford time card the day of the sale, punched out on an Overnite time card that afternoon.

Ruled Wrong

The difference was that new and lower rates of pay and other substandard conditions of employment were immediately instituted by Overnite without bargaining with Local 171. A company spokesman, NLRB hearings revealed, simply told the Teamsters: "As you all know we are not union and we are not planning on being union."

In the subsequent Board decision, Overnite was ruled wrong in the case and the long legal wrangle through the courts began as the company appealed.

● Warehousemen

A majority of the 13 warehousemen employed by Kawneer Co., Inc., in Chicago, Ill., recently voted for representation by Teamster Local 777 of Chicago in a National Labor Relations Board election.

Lawrence Rizzo, secretary-treasurer of Local 777, said the ballot count was 5 for the Teamsters and 3 against.

● Two Victories

Teamster Local 908 of Lima, Ohio, recently won a pair of representation elections conducted by the National Labor Relations Board at storage companies in Lima.

M. G. Redinbo, Local 908 secretary-treasurer, said 26 employees at West Side Storage Co., voted unanimously for the local union. The employees had been under a company-made contract which was ruled out by the NLRB.

Workers at Lewis & Michael Co., voted 8 to 4 for Local 908 in the other election.

50-Year Teamster

Harry Parr, secretary-treasurer of Teamster Local 633 in Manchester, N.H., celebrated his 50 years as a Teamster by driving this team of horses in the Derry, N.H., Labor Day parade. Parr joined the union in Boston, Mass., and in 1944 became a business agent for Local 633. Four years later he was elected president of the local, and in 1966 was elected to the office he holds today.

New Provision

Savings Deposit Negotiated In Vancouver Linen Pact

A new provision in which the employer agrees to make a savings deposit for the employees on a regular basis was negotiated recently by Teamsters Local 351 of Vancouver, B.C., with the Canadian Linen Supply Co., Ltd., which is a subsidiary of American Linen in Minneapolis.

John Brown, secretary-treasurer of Local 351, said the 2-year contract provides that the company will deposit in a savings account an amount equal to one fifty-second (1/52) of a driver's earnings, and which will pay 5 per cent interest. The driver may withdraw the money in units of \$50 or more, or leave it in until retirement or when he leaves the com-

pany's employment.

The all-purpose retirement bonus-severance sum is in the contract in addition to the regular pension plan.

Brown said that the agreement also contained substantial wage increases; improved the vacation schedule to a maximum of 5 weeks after 25 years on the job; increased a life insurance provision from \$3,000 to \$5,000 per employee, and increased a provision for weekly indemnity loss of wages to \$60 and 26 weeks—up from \$50 and 13 weeks.

The contract also provides that each employee will get full pay if subpoenaed as a witness in a trial, in addition to the jury duty provision.

Ground-Breakers



Taking part in ground-breaking ceremonies recently for construction of a new headquarters for Teamster Local 384 of Norristown, Pa., were (left to right): Front row—Armen Accione of the Operating Engineers; Charles Hoffman, trustee; Clifton Collins, business agent; Thomas McDonnell, recording secretary; Harold D. Kriebel, business agent; Nick Di Fillippo, vice president; Michael De Lucia, president, and Robert J. Kohn, secretary-treasurer—all of Local 384; Louis D'Innocenzo, architect; John Hunnicutt, representative of Rep. Richard Schweiker; Anthony De Lucia, consultant; Back row—International Trustee Maurice Schurr; William Kaiser, president of Teamster Local 463; Albert Sabin, president of Teamster Joint Council 53; International Vice President Harry Tevis; William Greenberg, secretary-treasurer of Teamster Local 929; Silverius G. Carr and George A. Dugan, former secretary-treasurers of Local 384 and now retired; and Linwood Trainham, Eastern Conference of Teamsters.

Local 743 Publishes 'Portrait'

Teamster Local 743 of Chicago, Ill., boasting the largest membership of any local in the International Brotherhood of Teamsters, recently published a 32-page booklet, "Local 743—Portrait of a Union."

Donald Peters, president of Local 743, said in the forward of the publication: "We present this booklet so those who have made Local 743 and the many others who need our brand of unionism may know who we are and what we can and will do for workers' security and improved living standards."

The publication relates the history of the local union's 30 years of growth and describes the services provided to the membership.

● Air Freight

Fourteen drivers for Air Cargo Transfer Co., Inc., at Tampa, Fla., International Airport, voted for representation by Teamster Local 79 in a recent National Labor Relations Board election.

Manuel Fernandez, secretary-treasurer of Local 79, said the ballot count was 11 to 3 for the Teamsters as every driver used his vote.

● Warehousemen

Warehousemen employed by Marcus Bros., in Los Angeles, Calif., voted unanimously for representation by Teamster Local 495 in a recent National Labor Relations Board election, according to Frank A. Hatfield, secretary-treasurer of the local union.

● Furniture

By 13 to 1, employees of Union Transfer and Storage Co., furniture movers in Lexington, Ky., voted for representation by Teamster Local 779 in a recent National Labor Relations Board election.

J. D. White, Jr., secretary-treasurer of the local union, said the new bargaining unit includes drivers, warehousemen, helpers, packers, craters, and laborers.

Mutual Aid

Brick and Clay Workers Boycott Boren Company

The United Brick & Clay Workers of America AFL-CIO has asked the International Brotherhood of Teamsters, under terms of a mutual aid pact agreed to in 1966, to join in a national boycott against the Boren Clay Products Co., of North Carolina.

Paul Pelfrey, general president of the UBCW, said in a letter to the office of General Vice President Frank E. Fitzsimmons that a national boycott had been approved against the company which manufactures building brick and sewer pipe which is shipped into the Eastern Seaboard and Middle Great Lakes States as well as the Carolinas.

General President James R. Hoffa and Pelfrey entered into the mutual aid agreement in the summer of 1966.

Pelfrey said the UBCW won a National Labor Relations Board election at Boren Clay in June, 1966, and negotiated until March, 1967, during which time "the company used every tactic in the book to defeat us."

The Boren employees went on strike, March 2, 1967. They later re-

turned to work temporarily after winning several unfair labor practice complaints against the company.

"But the company," added Pelfrey, "after returning the men to their jobs, continued to stall the negotiations—leading to the boycott action."

In his letter to Fitzsimmons, Pelfrey enclosed a partial list of contractors and dealers who handle Boren products and requested that the Teamsters Union place the firm's products on the "please do not patronize" list.

Pelfrey added:

"This should bring the company to task on their 'J. P. Stevens tactics,' and stop the spread of this type of union busting by the non-union employers out to defeat the American labor movement one at a time in our efforts to establish a beachhead in the non-union southeast."

● Construction

Teamster Local 456 of Elmsford, N.Y., recently negotiated a new 3-year contract with substantial gains for its

members in Heavy and Highway Construction.

Peter Calabrese, Local 456 secretary-treasurer, said that besides large wage increases, other major contract improvements included an additional paid holiday, increased employer contributions to health and welfare and pension plans, and provision for a mandatory job conference between the local union and contractors prior to any construction project.

Calabrese said the agreement, in view of recent technological developments, also contained a unique wage classification covering helicopter pilots.

Local 574 Gets Contract For 110

Teamster Local 574 of Cape Girardeau, Mo., recently completed negotiations and signed an initial contract covering 110 employees of Beldex Corp., a subsidiary of Remmert-Werner, Inc., of Perryville, Mo., a plant engaged in aircraft conversion, maintenance, and overhaul of aircraft engines.

Thomas Edwards, secretary-treasurer of Local 574, said the union was certified as the bargaining agent by the National Labor Relations Board in August following an election in which the rights of the workers to organize were hampered by vigorous efforts of the company to prevent their doing so.

The local union had to process unfair labor charges against Beldex before the smoke cleared and a discharged employee was reinstated and made whole for his losses.

Edwards said the substandard wages of the Beldex workers were improved with substantial increases in the first agreement. The contract also guaranteed them, for the first time, a health and welfare plan, better holiday and vacation schedules, plantwide seniority, overtime, and also double-time for Sunday and holiday work.

Beldex workers serving on the negotiating committee included: Glenn Brown, Clarence Buchheit, Thomas Favier, Herbert Hotop, James Kline, Harry Knoke, Charles Littleton, Ottmer Renaud, Wilfred Renner, John Schamburg, Elvis Statler, Gerald Sutterer, Robert Thomson, and Herman Wibbenmeyer.

Help Strikers



These members of Teamster Local 512 in Jacksonville, Fla., are shown with a pickup truck full of groceries donated by other members to help unorganized strikers at a local trucking firm. Local 512 members Dan Gregory and Roland Irvin headed the committee to gather groceries.

Beer Bigness

Rapid Brewery Industry Growth Affects Teamster Local Unions

Basic problems plaguing local unions in every area as a result of rapid changes taking place in the brewing industry will be tackled at a meeting of the Teamsters Union Brewery and Soft Drink Division early next year.

A slow revolution is taking place in the nation's brewing industry as a half-dozen large, national firms jockey for domination of the industry. This movement has been in progress over the past 10 years but is now coming to a head, according to International

Vice President Ray Schoessling, secretary-treasurer of the Brewery and Soft Drink Division.

Since 1960, a total of 57 breweries have closed down, victims of the competitive war waged by the giants of the industry. In 1965 alone, 22 plants closed, and another 12 dropped out last year. An estimated 6 or 8 plants are expected to fold or be merged into larger firms before the end of 1967.

The affect of this industry struggle between the beer barons is reflected in labor figures. Total manpower engaged in beer production dropped from 50,500 in 1957 to slightly more than 40,000 at the start of 1967—a loss of more than 10,000 jobs in 10 years.

As the smaller, marginal breweries are put out of business, the "Big 5" have grown by leaps and bounds and now account for more than 50 per cent of the beer sales in the country. Almost half the total increase of 4 million barrels in beer sales in 1966 was cornered by one company—Anheuser-Busch.

Schoessling notes that the giants of the industry are presently engaged in price wars all over the nation. They deliberately under-sell local products in the hope of pushing still more companies to the point of bankruptcy.

As they eliminate competition, the largest companies are hard-pressed to produce enough beer to fill the demand created by their national advertising. Although smaller plants are closing up, new construction of modern, automated breweries is taking place at an unprecedented pace.

Among the plants now under construction or planned for early starts are: Anheuser-Busch at Columbus, Ohio, Jacksonville, Fla., and Greensboro, N.C.; Jos. Schlitz at Winston Salem, N.C.; and also scheduled for beginning of operations in 1968 is the former Carling Brewery in Ft. Worth, Tex., now owned by and being reconstructed by Miller Brewing.

• New Orleans

Drivers and warehousemen employed at Bill's Institutional Commissary Corp., in New Orleans, La., recently voted for representation by Teamster Local 270 in a National Labor Relations Board election.

James Schwehm, Local 270 secretary-treasurer, said the ballot count was 6 to 2 in favor of the union.

Old Timer Tribute

New Jersey Local Honors 350 Pensioners at Banquet

In one of the largest old-timer tributes ever sponsored by a local union in New Jersey, Teamster Local 560 recently played host to 350 of its retired members and their wives at a testimonial dinner.

All in their 60's and 70's, the union veterans represented a total of approximately 9,000 years of membership and loyalty to the Teamster affiliate which brought about the standards, including the pension fund which they enjoy today.

In part, the affair was a testimonial to former International Vice President Tony Provenzano who pioneered Local 560's pension plan.

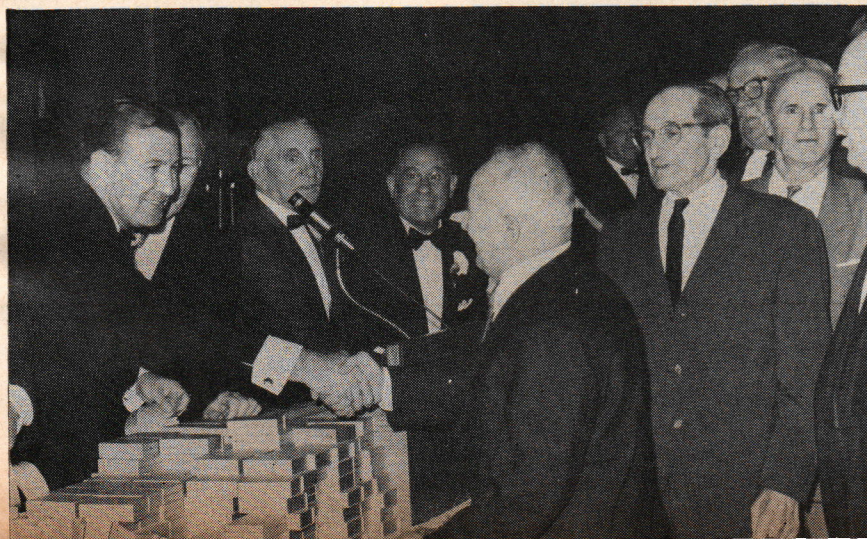
International Vice Presidents Joseph Trerotola of New York and Dominick Calabrese of New Jersey were both on hand to address the old-timers. Each extolled the vision of Proven-

zano in establishing the pension program, and each congratulated the leadership carrying on the good work in Local 560.

Sam Provenzano, president of Local 560, told the gathering how his brother initiated and realized the goal of a pension plan. He said: "This was Tony's dream—that our veterans be well provided for. Today it is a reality and we will never forget what he accomplished nor will we ever forget the old-timers who formed the working base on which Local 560 was built."

While there are more than 500 retirees on the local union roster, only 350 could attend. The remainder were absent due either to infirmity or because they lived too great a distance away.

Sam Provenzano (left), president of Teamster Local 560 in Union City, N.J., is shown receiving a handshake from a retired member of the local union at a banquet held in honor of the more than 500 retirees of the Teamster affiliate.



3-to-1 Margin

Teamsters Defeat Papermakers At Massachusetts Paper Plant

The United Paper and Allied Workers, a Teamsters Union National Trade Division, defeated the AFL-CIO United Paperworkers and Papermakers at the Fitchburg Paper Co., Fitchburg, Mass., by a vote of 179 to 62 in a recent National Labor Relations Board representation election.

The victory culminated a lengthy, hard-fought organizing campaign directed by Bob Williams, head of the Teamster division.

He said the company, a division of the gigantic conglomerate Litton Industries, used every possible means to delay and block the election—including the use of smear leaflets.

Superior Contracts

Williams commented: "The Teamster victory will show the way to other paper mill workers in the area, the superiority of Teamster contracts and Teamster representation."

He credited the organizing victory to the Fitchburg employees themselves who formed a very large active committee of plant workers. The new Teamsters elected the following as their negotiating committee and temporary officers: John Dupill, president; Paul Nadeau, vice president; Art He-

bert, recording secretary; Dick Guertain, secretary-treasurer, and Tony Calomare and Henry Beauregard.

Williams expressed appreciation for support in the campaign to Teamster General Vice President Frank E. Fitzsimmons, Vice President Harold J. Gibbons, and Nicholas P. Morrissey, president of Teamster Joint Council 10 in Boston.

IBT Leads White Collar Organizing

The International Brotherhood of Teamsters led the labor movement in white collar organizing during the first half of 1967 as reflected in representation elections conducted by the National Labor Relations Board.

Teamster affiliates won 79 of 132 elections for white collar workers for an average of almost 60 per cent, gaining 1,445 members as a result of the victories.

Major gains were in the organization of automobile salesmen in New Jersey and clerical workers in Las Vegas hotels.

The 132 white collar elections in

which the Teamsters participated represented more than 1 of every 4 elections conducted in that area by the NLRB. The 1,445 employees that went Teamster represented 1 of every 5 white collar workers in units which voted for union representation.

● Lumber Yard

Truck drivers for Benicia Lumber Co., in Benicia, Calif., voted unanimously for representation by Teamster Local 490 of Vallejo, Calif., in a recent National Labor Relations Board election, according to Jerry C. Beatty, secretary-treasurer of the local union.

● Four Wins

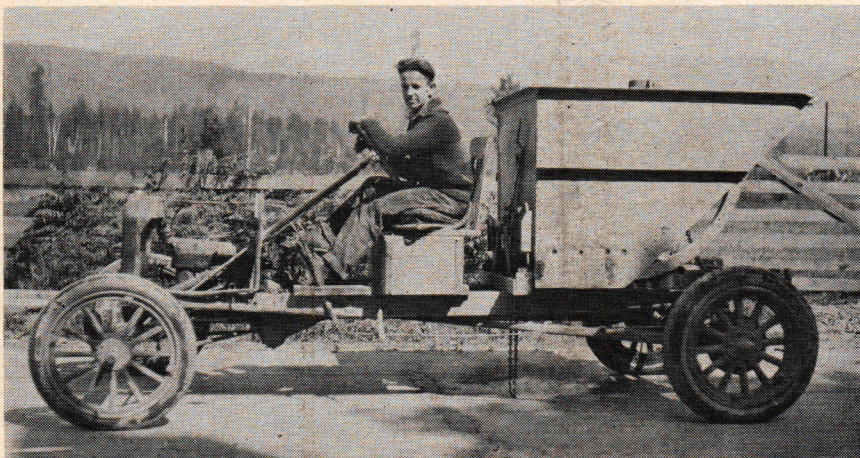
Teamster Local 992 of Hagerstown, Md., has gained more than 300 members as a result of National Labor Relations Board representation election victories at 4 companies since the turn of the year.

E. W. Butler, secretary-treasurer of the local union, said workers at Pennsylvania Glass & Sand Co., Berkeley Springs, W.Va., voted 110 to 92 for the union; the ballot at The Everedy Co., Frederick, Md., was 59 to 13; employees at Gichner Mobile Systems, Inc., Berkeley Springs, W.Va., voted 36 to 13 for the Teamsters, and T. M. Zimmerman Co., workers at Chambersburg, Pa., voted 7 to 2 for the union.

Butler said Harold Miller, an organizer, assisted in gaining the new bargaining units.

Same Driver, Different Rigs

Charles Curtin, a member of Teamster Local 231 in Bellingham, Wash., since 1924, retired recently at the age of 65 and has the photos to prove it. The present-day photo shows Curtin in the cab of a Consolidated Freightways rig on one of his last runs. The old-timer photo shows Curtin driving a (believe it or not) fresh cement hauler when he worked on a road paving job some years ago.



Teamsters Help

NYC Opens Training Program For Drivers, Warehousemen

Teamster Joint Council 16, under the leadership of International Vice President Joseph Trerotola, recently joined with the City of New York in a program to train 570 men from poverty areas as truck drivers and warehousemen.

The council endorsed the \$570,000 program to be funded by the city, and promised to assist in placement services so that each graduate could have a chance at a job upon completion of training.

In addition, the council provided union representatives on the job-training site at the former Brooklyn Navy Yard as part of a placement service.

Handling the training program for the Manpower and Development Agency of the New York City Human Resources Administration is the Rentar Corp., which ran a similar program at the Kilmer Job Corps Center in New Jersey.

At a ceremony opening the New York Transportation Training Center, Mayor John Lindsay said:

"This type of poverty training program promises to be one of the most

successful links in the chain of manpower training operations that the Human Resources Administration is forging. It is a partnership between city government, private enterprise, and organized labor—a partnership that is vitally important in the common effort to expand opportunity for so many people who have been denied a fair shake for too long."

The trainees, recruited from community centers throughout the city, study courses ranging from 9 to 18 weeks in duration to fit them as operators of trucks, tractor-trailers, and fork lifts used in warehouse operations.

Training includes many hours spent driving simulated trucks along a highway that unwinds on a movie screen in front of the students. As they steer, clutch, and brake, their movements are recorded on a computer for later analysis.

After the classroom instruction, the trainees then get the opportunity to drive the real equipment about the 10-acre training location.

Rules of the road, driving safety,

mechanics, and other facets of handling heavy equipment are drummed into the students who receive \$25 a week during their schooling.

• Bus Tours

By a 7 to 1 vote, employees of Gray Line Sightseeing Tours, Inc., operating at Titusville, Fla., approved representation by Teamster Local 385 of Orlando, Fla., in a recent National Labor Relations Board election.

J. M. Floyd, secretary-treasurer of Local 385, said the company provides sightseeing tours at the NASA Gate No. 3. The bargaining unit includes mechanics, servicemen, and bus cleaners.

• Clerical Vote

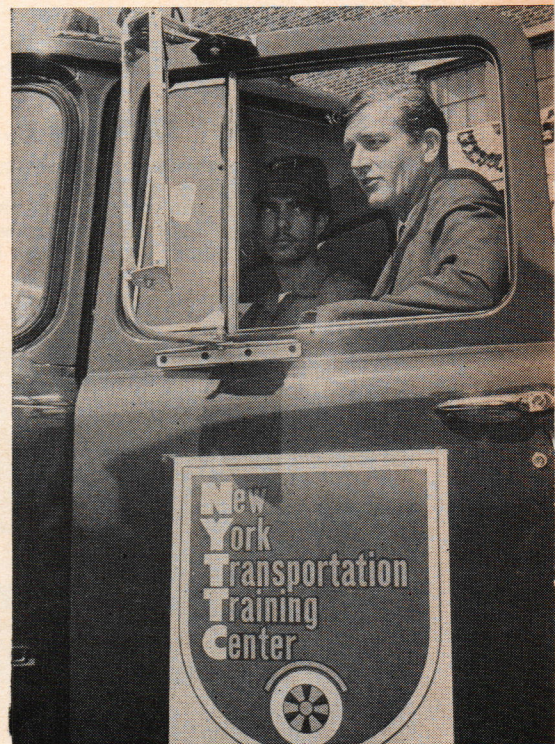
Office workers employed by Schroder's Express, Inc., a local and over-the-road trucking firm in Cincinnati, Ohio, recently voted for representation by Teamster Local 100 in a National Labor Relations Board election.

Ben D. Collamer, secretary-treasurer of Local 100, said 15 workers were eligible to ballot. The tally was 10 to 4 in favor of the local union.

New York City Mayor John Lindsay is shown talking with Melvin Belle, an instructor, as the driver-warehouseman training program got underway for 570 students.



Teamster Joint Council 16 has joined in helping students training for occupations as truck drivers and warehousemen in a city-sponsored program underway at the former Brooklyn Navy Yard in New York. Here the students simulate driving while viewing a highway that unwinds before them on a movie screen.



JAMES R. HOFFA SCHOLARSHIP FUND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

25 LOUISIANA AVENUE, N.W.

WASHINGTON, D.C. 20001

202—783-2525

APPLICATION

1967-1968 PROGRAM

To be mailed on or before November 30, 1967

Complete the first part of this application and submit it to the Secretary-Treasurer of your parent's Local Union. If both your parents belong to the Teamsters, submit only one application.

YOUR NAME AND ADDRESS MUST FIT THE BLOCKS ALLOTTED—Abbreviate if necessary.

NAME

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LAST

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FIRST

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STREET

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CITY & STATE

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ZIP CODE

TELEPHONE

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AREA CODE

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NUMBER

Name of parent who belongs(ed) to Teamsters _____ ☐ Check if Deceased

Address of parent if different from applicant:

Name and address of high school which you are attending:

NAME _____

ADDRESS _____

CITY _____

STATE _____

ZIP CODE _____

Expected date of high school graduation _____, 1968
MONTH DAY

Signed _____ Date _____
APPLICANT

Signed _____ Date _____
PARENT



CANADIAN STUDENTS ONLY

In 1968 I will complete (check one) ☐ Junior Matriculation ☐ Senior Matriculation

NOTE: Do not apply in your 12th year if you plan to take Senior Matriculation. You may apply for a James R. Hoffa Scholarship only once.



To be completed by the Secretary-Treasurer of the parent's Local Union.

Local Union Number _____

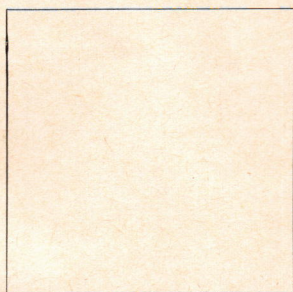
Conference affiliation (check one):

☐ Central

☐ Eastern

☐ Southern

☐ Western



LOCAL UNION SEAL

I hereby certify that the above named member has been a member in good standing for one year prior (check one)

☐ to the date of this application

☐ to his retirement

☐ to his death

SIGNED

SECRETARY-TREASURER

RETURN THE APPLICATION TO THE APPLICANT OR FORWARD DIRECTLY TO THE
JAMES R. HOFFA SCHOLARSHIP FUND

Applications Due Now at IBT For Hoffa Scholarships

Sons and daughters of Teamster members who will be graduated from high school during the 1967-68 academic year should complete their applications for Hoffa Scholarships now.

Eight James R. Hoffa Scholarships are awarded annually. These scholarships are valued at \$6,000.00 (\$1,500.00 per year for four years) and are to be used in pursuing an undergraduate degree at any United States college or university accredited by the Federation of Regional Accrediting Commissions of Higher Education or any Canadian school which has membership in the Association of Universities and Colleges of Canada. Competition is divided within the four Area Conferences of the International Brotherhood of Teamsters with two winners being selected from each. Winners are chosen on the basis of scholastic aptitude, personal qualifications and need by a committee of people experienced in the field of higher education.

Eligibility

Applicants to the current program must be graduating from high school during the 1967-68 academic year. They must also be either sons or daughters of a Teamster member who has been in good standing with his Local Union for one year prior to the date of the application. Sons and daughters of retired and deceased members are also eligible to apply provided the surviving spouse has not remarried. Individuals who have a Teamster member as a legal guardian may apply; however, legal proof of the custodianship must be attached to the application. High school students who are affiliated with the Union but whose parents are not, are *not* eligible; neither are dependents of International and subordinate organization officers and employers.

Completing Application

An applicant should answer the questions pertaining to himself on the following application and submit it to the Secretary-Treasurer of his parent's Local Union. If both parents are affiliated with the Teamsters, the applicant should submit only one application. Each qualified applicant will receive three additional forms that must be completed. They are:



James R. Hoffa

A Biographical Questionnaire. This form is used by the Committee to gain information on the background, interests and future plans of the applicant. This form must be returned no later than December 31, 1967.

Secondary School Report. The top portion of this form is to be filled out by the applicant and the remainder by his school counselor. It must reach the Scholarship Fund by January 31, 1968.

Academic Record. The top portion of this form is to be completed by the applicant and the remainder by his school. This form must contain the applicant's seventh semester high school grades and it must reach the Scholarship Fund no later than February 28, 1968.

The aforementioned forms are mailed directly to the applicant upon receipt of his completed application. In addition, two registration forms and a "Bulletin of Information" will be included for the *Scholastic Aptitude Test*. All James R. Hoffa Scholarship applicants are required to take this test during their senior years in high school but no later than the January 13, 1968 test date. No other test may be substituted. Test scores must be forwarded to the Fund by the College Entrance Examination Board. No scores will be accepted from the applicants or their schools.

Last year there were 4,393 qualified applicants who scored as high as 1,580 on the Scholastic Aptitude Test.

Anchorage Local Wins NLRB Case

Publix Warehouse of Anchorage, Alaska, violated the Act by instituting wage and hour changes without giving Teamster Local 959 a chance to bargain about them, according to a recent ruling by the National Labor Relations Board.

Sustaining the trial examiner, the Board said evidence revealed that after the company learned of the union's victory in a Board-conducted election by which the union subsequently became certified representative, it reduced the weekly wages and hours of its warehouse workers without notifying or consulting with the union.

The examiner found that the company also discriminatorily laid off a worker and reduced weekly earnings in an effort to discourage support for the union.

Other unfair labor practices included questioning workers about their union sentiment; threatening to close the warehouse or sub-contract work if the employees voted for the union; promising and granting wage increases in an attempt to dilute interest in Local 959 and to recruit opposition to the union, and imposing undesirable working conditions on 2 employees because management thought they supported the union.

Accordingly, Publix was ordered by the Board to cease the unlawful conduct, bargain on request with the union, and make whole the workers affected by loss in the dispute.

● Tire Shop

Recappers and repairmen employed by the General Tire & Rubber Co., store in Great Falls, Mont., recently voted for representation by Teamster Local 45 in a National Labor Relations Board election, according to Lloyd J. McCormick, secretary-treasurer of the local union.

● Office Win

Clerical workers employed by Dryer's Furniture Co., in San Diego, Calif., recently voted by a 7-to-3 margin for representation by Teamster Local 481 in a National Labor Relations Board election.

Willard Kline, secretary-treasurer of Local 481, said 39 employees were eligible to ballot.

In a Far-off Land They Say Thanks to Hoffa

TWENTIETH CENTURY Americans have added many geographical words to their vocabularies over the last 20 years as war has been waged in far-off places like Seoul, Saigon, Phuc Yen, Da Nang and Hanoi.

And, along with those geographical locations, Americans, because of war, have come to use terms such as Viet Cong, National Liberation Front, Ho Chi Ming Trail, and others as household words.

But, did you ever hear of the Mapuche Indians? Did you know that they live in a place called Chol Chol, Chile?

Did you know that they scratch out an existence from the ground in a garden-farming project, and until recently carried their produce for miles on their backs to get it to market?

Well, therein lies a tale which has little to do with hawks and doves, napalm, generals and admirals, radar and jet powered bombers.

The story involves the efforts of a Catholic Brother with the Catholic Foreign Mission Society of America, Brother Charles Stepanek, M.M., who set out to alleviate the plight of the Mapuche Indians. In the United States, he set out on a crusade to play upon the generosity of affluent Americans.

He tells of visiting with the owner of a large company who was reputed to be a religious man with a parochial education—all the qualifications for a likely mark for the Brother's objective.

But the Brother tells of a rude reception and a flat turn-down in the offices of the company executive.

The Brother was not easily discouraged, and as he continued his search, he was told to visit one whom the newspapers and the TV and radio had painted to be the nation's bad man.

In the words of the Brother: "I went to see him expecting to look down the barrel of a pistol."

Brother Stepanek found the man lying on a hospital bed, suffering from internal bleeding and needing a transfusion of nine pints of blood.

Much to his surprise, the Brother now writes:

"... not only was I most warmly received, but a sincere interest was shown toward these abandoned Mapuche living in misery and exploited by the rest of the world going about its merry way, oblivious to their plight."

No longer impressed with what he had read in the newspapers or seen on TV, the Brother declared in a letter of thanks:

"So, all I can say, is that I am convinced that there are going to be some pretty good surprises when the Pearly Gates are opened. Thank you, Mr. Hoffa, and please do convey our gratitude to the Teamsters."

When one writes of such a remote place as Chol Chol, Chile, and such obscure people as the Mapuche Indians, there are bound to be some loose ends to tie together.

What the Brother sought were two trucks for the Mapuche to haul their produce to market and to haul fertilizer back to their garden project.

Through the efforts of Teamster General President James R. Hoffa, the trucks were recently delivered in the name of the Eastern and Central Conference of Teamsters.

Saigon, Phuc Yen and other far-off places probably will never infiltrate the language of the Mapuche Indians, but Hoffa is a household word in their remote community.

One would have to know the language to understand just how the Mapuche Indian says it, but it must go something like this:

"A man named Hoffa was told what we needed and he provided it. We thank him."

March of Dimes Poster Child Is Teamster's Son



National March of Dimes Poster Child Timmy Faas is shown here with Teamster General Vice President Frank E. Fitzsimmons during Timmy's recent visit to Washington, D.C. A Teamster's son, Timmy is shown on the cover of this issue of the International Teamster with Fitzsimmons and Everett Thorner, of the National March of Dimes Foundation.

A Teamster's 4-year-old son is the 30th Anniversary, 1968 March of Dimes National Poster Child.

Little Timmy Faas symbolizes more than a quarter of a million American children born each year with birth defects. Timmy was born with an open spine and had surgical treatment when he was five days old.

He can now walk with the aid of full-leg braces and crutches, and is a patient at the March of Dimes Birth Defects Treatment Center at Orthopaedic Hospital in Los Angeles. The March of Dimes is fighting birth defects through research, patient care and education.

His father, Michael Faas, is a Teamster, member of Local 572 in Long Beach, California. He is self-employed as a distributor of Marie Callender pies. When not playing with Timmy, he turns to his hobbies which are golf and bowling.

His mother, Patricia Mae Faas, does volunteer work with the local chapter of the March of Dimes.

Read to Find Out What You Can Do When You Arrive . . .

AT THE SCENE OF AN ACCIDENT

*Copyright 1967—The American National Red Cross

This is the first of a series of 4 articles prepared by American National Red Cross to give you some basic information about what to do when you arrive at the scene of an accident. Everyone is urged, especially truckers who are often among the first people at the scene of an accident on the highways, to read these articles with care.

As a result of the proper use of this information, you may save a life. These articles are not intended to replace first aid training. A first aid course will prepare you for the unusual and unexpected care you may have to give.

What can you do? You can save lives if you know what to do and how to do it. The first few minutes can be critical. You can—or help others to:

- Protect and reassure the injured
- Stop bleeding
- Provide for breathing
- Keep the victim lying down
- Maintain body temperature
- Immobilize broken bones
- Prevent contamination of wounds and burns
- Transport the victims (only when necessary)

Or, you can do nothing—or the wrong thing which can lead to death or permanent disability.

In his article, "Rescue on the Highway," in the October issue of the *International Teamster* magazine, John M. Waters, Jr. of the Federal Highway Administration stated ". . . lack of emergency medical care is a main factor in 52,000 deaths and 1,900,000 disabling injuries occurring each year on the highways.

". . . when (accidents) occur, the only hope for many victims is a highway emergency medical treatment and transportation system which will deliver injured in a stabilized condition to a medical facility able to provide prompt and definitive emergency care. Unfortunately, in most parts of the country, we do not have effective emergency systems."

Waters contrasted this state of affairs on our highways with the treatment routinely given the wounded in remote areas of Vietnam where a combat soldier hit by enemy fire is immediately treated on the spot by a trained medic, or one of his comrades who has received first aid training, is flown by helicopter ambulance, which is fully equipped and carrying a hospital corpsman or medic, to a waiting medical facility where a trained surgical team, already notified, is standing by. The mortality rate under these conditions, he pointed out, has been reduced to less than two percent. And, said Waters, "the cold facts are that even with good emergency room and medical staff, a patient must be alive on arrival . . . Timely first aid must be given by the first passersby."

This article discusses *protection* of the injured at the scene of a highway accident. The first few minutes after a crash are the ones in

which many severely injured persons can be saved.

At the scene of an accident, pull your vehicle off the highway into a safe place so that it will not block traffic or cause other accidents. If you have a blinker system, turn it on to help identify the scene and indicate an emergency.

Checking for Injuries and Rescue

Quickly determine how many persons are injured and which ones must receive first aid immediately. Immediate first aid must be given for—

- Severe bleeding
- Breathing difficulties or stoppage of breathing

First aid procedures for these two problems will be discussed in the articles to follow.

Nothing should be done which will increase the seriousness of injuries or damaged body parts. *Do not move* a victim unless it is necessary to prevent added injury from fire or to keep him from being struck by moving traffic. In this latter case, it is usually best to stop or re-direct traffic. Remember that even when a vehicle has turned over, it may be possible to get inside the vehicle to carry out emergency first aid procedures. If you have to move a victim to avoid further injury, he should be pulled in the direction of the long axis of his body, not *sideways*. Every attempt should be made to give adequate support to the head, the back, and the extremities, keeping the entire body in a straight line.

Once you have seen to first aid emergencies, or they are being taken care of by someone who has had first aid training, there are other important immediate actions which can be taken for the protection and welfare of the victims.

Notify the police, or have someone else do this, giving the police the location of the accident and the number of persons injured who will need transportation by ambulance. The police have radio communications and know local resources for ambulances, hospitals, and doctors. They will, of course, take over traffic control once they are on the scene, assume responsibility for personal property, check identification, and see to the notification of relatives or friends.

In the meantime, also assign someone to station himself far enough from the scene to warn on-coming traffic and keep it moving so police and ambulances can get through.

Be on the lookout for the auto bumper insignia of a doctor, or a nurse who may identify herself, or an identification sticker indicating that the driver is a qualified first aider and enrolled as a volunteer of a Red Cross Highway First Aid Mobile Unit. These trained people can give invaluable assistance in the effort to save lives.

Once you have taken care of the above matters, continue to give first aid and reassure victims until emergency assistance arrives.

To summarize what you can do to protect the injured:

- Prevent a second accident
- Determine immediate first aid needs
- Prevent unnecessary movement of the victim
- Call for help
- Keep traffic moving so help can get to the scene

In following articles first aid procedures will be discussed which should be followed in cases of severe bleeding, shock, breathing problems, and fractures and burns.

Teamster Victory

Board Examiner Rules Against Commercial Automotive Corp.

Referring to the company's defense as "frivolous," a National Labor Relations Board trial examiner recently ruled against Commercial Automotive Corp., and held that the firm is bound by a multi-employer bargaining unit and agreement in a case involving Teamster Local 391 of Greensboro, N. C.

"This case is an example of an employer's attempting to play 'fast and

loose' with both the facts and the law, all to the detriment of our local unions and our members," commented International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters.

Flynn continued: "Employers and their representatives who indulge in this type of skullduggery warrant condemnation because they have clearly indicated their intent to take any and

More Ladies Eligible to Cast Votes

DRIVE Ladies Auxiliaries the country over were inadvertently given a challenge recently with the disclosure that eligible women voters out-number eligible men voters by some 4 million.

One Senator even went so far as to predict that women may swing the balance of political power in next year's presidential election. If that is the case, then DLA groups can provide an even stronger wallop at the precinct level by encouraging housewives to cast a ballot for DRIVE-endorsed candidates.

Normally a larger percentage of eligible men voters go to the polls, but women have been voting in increasing numbers in recent years.

all steps to avoid their obligations to our local unions and members."

The case involved the refusal of the company to include its Durham garage employees under the newly negotiated Carolina Automotive Maintenance Agreement, although the employees at the Durham and 2 other company garages were a part of the multi-employer bargaining unit.

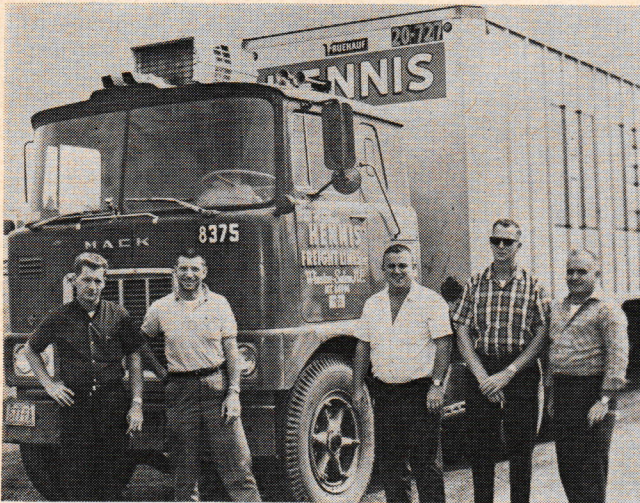
Commercial Automotive Corp., a company engaged in the sale, maintenance, and repair of over-the-road tractors at garages in Durham and other cities in North Carolina, claimed that it was not bound by the contract because it had never been a member of a multi-employer bargaining unit—a statement which prompted the trial examiner to say: "This contention appears to be frivolous."

The dispute followed the expiration of one collective bargaining agreement and the negotiation of another contract. The company said it had effected a "timely withdrawal" from the multi-employer bargaining unit between agreements, and then refused to include the Durham employees under the new contract.

The examiner ruled the company had engaged in unfair labor practices and recommended that it be required to sign the 1967 Carolina Automotive Maintenance Agreement covering employees at the Durham garage, and also make them whole for any loss of benefits caused by the earlier refusal to include them under the agreement.

DRIVE REPORT

Roanoke Teamsters Join DRIVE



Dee Thatcher (center), road steward for Local 171, is shown with a couple of Hennis sleeper teams just leaving for Detroit, Mich., after signing DRIVE check-off cards.



Three road drivers for Hennis Freight Lines, all members of Local 171, are shown with Dee Thatcher (right), road steward, after joining DRIVE.



Two city drivers from Teamster Local 171, employed by Bell Lines, prepare to go to work after signing DRIVE checkoff cards.

Exemption Boost Proposed by Sen. Hartke

Sen. Vance Hartke of Indiana recently called for public support of his Senate Finance Committee proposal that tax exemptions be boosted to realistic cost-of-living levels.

The Indiana Democrat wants to increase the present \$600 individual exemption to \$1,000.

Hartke pointed out that prior to World War II, the individual federal tax exemption was \$750 in pre-war dollars. It was reduced to \$500 in 1942 for a war-time tax revenue, and then partially restored to its pre-war level when set at \$600 in 1947.

He supported his proposed boost with a little-known study conducted by the Treasury Department in 1947 which recommended that the government should regularly adjust the income tax exemption to cost-of-living figures.

Hartke said the Treasury study established that the purpose of exemptions was to allow for an untaxed minimum for family health and efficiency. He quoted the Treasury statement:

"Ability to pay does not commence until a point is reached in the income scale where the minimum means of life have been obtained.

"According to a widely accepted view, the exemption should be at least adequate to cover some minimum of essential living costs, such as the amount required for reasonable maintenance.

"It is conceded that the adjustment of exemptions to living costs may not be exact and that under emergency conditions, it may be necessary to go below ordinary minima.

"For the long run, however, it is to be regarded as essential to exempt amounts required to maintain the in-

(Continued on page 28)

CALLING it another step of "Big Government" and unwarranted in a democratic society, the Teamsters Union recently gave testimony against a proposal to create a U.S. Court of Labor-Management Relations.

In written testimony for General Vice President Frank E. Fitzsimmons on behalf of 1.8 million Teamsters Union members, Legislative Director Carlos Moore and Research Director Al Weiss told a subcommittee of the Senate Judiciary Committee that S.176 would encroach "not only on the right of parties to a labor-management dispute to settle that dispute independently of big government, but also on their responsibility in a free society to do so."

Introduced by Sen. George A. Smathers (D-Fla.), the bill under Teamster attack would set up a 5-member court as the final arbitrator to make decisions in work stoppages—or threatened work stoppages—"that adversely affect the public interest of the nation to a substantial degree."

Moore urged the committee to reject the bill as "unfair and unwarranted in a peacetime, democratic society." He added:

"The broad injunctive powers given the labor court under this bill runs contrary to the Norris-LaGuardia

Prior to the negotiations, the Teamsters Union pledged not to engage in a nationwide work stoppage if an impasse was reached—and kept that pledge. "It was the employers," reminded Moore, "who locked Teamster members out of their jobs and appealed in vain to Congress for anti-union legislation."

Instead of seizing upon the employers' ill-advised lockout for an excuse to end negotiations, the Teamsters Union, under the leadership of the General Vice President, went into more intensified collective bargaining and successfully negotiated a renewal of the national agreement.

"The lesson is a simple one:" said Moore, "When left alone, collective bargaining does work."

By contrast, he continued, recent experience proves that when big government lurks outside the door ready to step in and take over, parties to the bargaining forget their obligations and responsibilities and invite big government to the table, hoping that federal intervention will tip the scales of a settlement in their direction.

Collective bargaining has provided labor and management with a well-balanced mechanism for achieving remarkable industrial stability through the years, said Moore. This has been the case at a time when swift

Teamster Testimony

IBT Lays Bare the Illogic Behind Legislation to Establish Labor Court

Act enacted many years ago to prevent the very form of federal judicial interference . . . which the bill proposes."

The injunctive procedure under the Smathers bill, Moore said, would be used against unions rather than employers in the normal course of bargaining, "since it is unions that normally request changes in wages, hours, and working conditions."

Furthermore, the injunction maintains the status quo and immobilizes the union in its effective resort to strike at a time when the employer is most sensitive to this economic pressure. In the meantime, the employer is under no pressure to come to an agreement.

"S.176 is unfair also," added Moore, "because it operates to deprive labor of its principal economic weapon without imposing any parallel handicap on management."

In terms of public interest, Moore said that if labor and management fail to recognize their public obligation, "we are, or should be, resourceful enough to find means to (solve the problem) without resorting to permanent legislation establishing arbitration labor courts so foreign to our economic system."

He reminded the Senators that no guarantee against work stoppages can be found in a democracy, and emphasized that even totalitarian societies have been confronted with work stoppages.

As an example of public obligation and responsibility, the Teamster legislative representative cited the case of the National Master Freight Agreement negotiations earlier this year.

technological change has generated great apprehension and unrest in the work force.

Today, millions of workers and tens of thousands of employers are producing peacefully under the terms of agreements amicably achieved through bargaining.

"There is no present 'crisis' in labor-management relations which warrants or dictates this bill," Moore pointed out. "We are not faced with any 'emergency' which justifies the adoption of compulsory arbitration embodied in this bill. Our economy has not been damaged."

Strikes were placed in their proper perspective. The nationwide unrest, turmoil and ferment that characterized the 30's and middle 40's were contrasted with the relatively few vehement strikes in recent years. The day of the pitched battle on the picket line is over.

In fact, the record shows now that job accidents in 1966—according to the National Safety Council—cost nearly 10 times as many idle man-days as time lost from work stoppages. For every man-day of production in industrial stoppages, 40 days were lost through unemployment.

Meanwhile, the Gross National Product has increased and profit margins are setting new records every quarter even while unit labor costs actually are declining in manufacturing.

"Yet despite this record," said Moore, "we have bills like S.176—compulsory arbitration—to prevent strikes." He stressed, "The feeling seems to be that we must avoid strikes at all costs; but what is ignored is that the right to strike plays an active and important

part in changing attitudes as a continuation of bargaining."

Moore explained that strikes do have functions. A strike means lost, or at least delayed, profits for the employer and usually lost wages for the workers. The possibility of mutual loss serves as a powerful incentive for discussion, persuasion, reasoning, and compromise. It means that no union will refuse to compromise and risk a strike over any but the most important issues which the membership will fully support.

The essence of collective bargaining is willingness to make concessions. This willingness is facilitated by the pressure each side can exert on the other to come to terms through the threat of strike or lockout. Anything that minimizes the pressure makes for inability to get together. Tests of will and of strength are and always have been a part of the bargaining process. "The labor movement," said Moore, "honestly believes that without the right to strike, there is no way of getting the employer to bargain."

In a profit-seeking, competitive, industrial economy the strike and the threat to strike are time-tested means by which free men attempt to improve their economic position. Men who withhold their work, and pay for it in lost wages, are in fact paying for their own freedom.

No worker goes on strike lightly. American workers are not strike happy. When they walk out, it is for good and sufficient cause. Nobody can make union members go out on strike if they don't want to. By the same token, it is hard to hold them back when they believe their position is justified.

Moore pointed out that strikes must be authorized by the membership, and in the case of the Teamsters Union, by secret ballot. Even then, the IBT constitution requires a two-thirds majority of those voting to adopt a motion to strike.

Lubricating Bargaining

Referring to the damper that the labor court bill would put on the situation, Moore said:

"When the right to strike disappears and the parties have no reason to reach agreement, chances are they will not. Each side will be starting from an extreme position. Each side will be reluctant to make concessions, believing that the more they claim the more the arbitrator or, as in this case, the labor court may give them.

"The effective threat of strike lubricates the bargaining process and facilitates the making of agreements. Without the threat, it's often hard to agree."

Terming the proposed labor court legislation as compulsory arbitration under judicial guise, Moore said there were 3 reasons that free collective bargaining would have difficulty functioning in such a condition:

—The fear of each negotiating party to suggest a reasonable basis for settlement, especially of a wage issue, lest the other side use the offer as a springboard for securing for itself a better settlement through compulsory arbitration.

—The fear of negotiators to assume responsibility for a settlement when better terms might possibly be secured through compulsory arbitration.

—The difficulty of "washing out" the unessential demands of the parties; that is, of eliminating the chaff and reducing the dispute to the 2 or 3 major issues.

Moore cited the complaints of the War Labor Board and Wage Stabilization Board during World War II that their dockets were cluttered up with petty disputes that ordinarily would have been settled in short order.

One of the worst aspects of S.176, said Moore, is that it would use a judicial body—a labor court—for what is essentially a legislative process; namely, the negotiation of a collective bargaining agreement.

Legal controversies handled by courts usually arise over a breach of contract or involve damages. The courts decide "rights" based upon a contract or definitive statute. No court has ever attempted to write contracts, but that is what a labor court would have to do when confronted with a collective bargaining dispute.

"The bill essentially provides for final court decision over non-adjudicable dispute or disputes on 'interests'; that is, issues which are not covered by either law or agreement," noted Moore.

He added:

"Notwithstanding the absence of law or agreement covering the items in dispute, S.176 directs the court to finally settle the differences or disputes 'on the basis of law, equity, and justice!'"

Moore emphasized: "For a labor court to function, a complete code of economic law is a prerequisite—and none exists. Courts cannot operate without laws; their business is to interpret law. Unless we are prepared to write laws establishing the proper division of the fruits of production between labor and capital—and the legal values of wage-price-profit-production equation—we cannot settle wage and labor disputes by the judicial process.

"Without a body of law governing the division of the fruits of production, 'labor courts' will be nothing more than compulsory arbitration boards backed by the police power of government."

This will leave judges with only one choice: They will decide intricate problems of economic justice either on the basis of their own prejudices or on the basis of the status quo.

Finally, Moore asked, how would a 'labor court' enforce its rulings? What sanctions would it apply? He stressed that compulsory arbitration would not eliminate work stoppages, rather, it would just make them illegal.

Australia, which has had compulsory arbitration of all labor disputes for decades, was given as an example. In that country, more man-days in strikes have been lost than in the United States, considering the ratio in size of work force. Moore stated:

"As a nation, we are committed to the principle that the problems of sound relationships between the elements of our economy must be worked out under democratic processes of free collective bargaining rather than through legalistic measures enacted by the Congress.

"History has shown that the long-range public interest is best served when labor and management are each fully aware of the key role they play in the national economy—and accept their responsibility accordingly.

"These 2 segments of our society have met their responsibility, with the result that for over a century and a half, under all sorts of circumstances, our nation has thrived, and will continue to thrive, without a compulsory arbitration law."



SPOTLIGHT ON WASHINGTON

IN LAST month's issue of the *International Teamster* magazine, General Vice President Frank E. Fitzsimmons pointed out the kind of anti-union and anti-Teamster prejudice which permeates the thinking of some of the members of the Congress.

The particular instance was the introduction of a resolution in the Congress which called for an investigation into the "bargaining tactics" of the Teamsters in the motor freight industry.

This resolution was introduced by Congressman John N. Erlenborn, a second-term Republican from the 14th district in Illinois.

Incredible as it sounds, this resolution was introduced regardless of the fact that through the leadership of General Vice President Frank E. Fitzsimmons, the union had just successfully completed negotiations covering the entire organized motor freight industry in the United States without a work stoppage.

The resolution presently languishes in the House Labor Committee. At this point no hearings have been scheduled, and if the resolution is judged on its merits, no hearings will ever be held.

However, members of DRIVE should roll up their sleeves, and get letters off to their congressmen and senators deploring this resolution which springs from anti-labor prejudice and which adds nothing to the furtherance of the collective bargaining process.

Frank Fitzsimmons and General President James R. Hoffa have long warned that all the gains won on the picket line and at the bargaining table can be wiped away with one stroke of the pen on a piece of anti-labor legislation.

Should the Erlenborn resolution ever go to hearings and should legislation result from such anti-labor prejudice, the warnings of Fitzsimmons and Hoffa will have come true.

Members of DRIVE should immediately go to work on this, and upon any other hairbrain proposals which strike at the heart of the freedom of American citizens to bargain collectively with their employers.

Failing this, the day can well come when facts and logic will fall victim to the illogic and fiction of a legislator such as Erlenborn.

When that day comes, free Americans will be in the bondage of compulsory arbitration, with no voice in what their proposals for contracts to employers will be, and with no voice in what wages they will work for.

Exemption . . .

(Continued from page 25)

dividual and his family in health and efficiency."

Hartke said that to expect the American taxpayer to provide the basic minimum necessities of life for himself, his wife and children at \$50 per month is impossible and unfair, even by Treasury Department standards.

"Since the \$600 figure was set 20 years ago," Hartke said, "the cost of living has increased at least 40 per cent."

Trying to pin down the "minimum means of life" reference made in the Treasury statement 20 years ago, Hartke noted:

"In 1948, after the \$500 exemption was lifted to \$600, a family of four had an exemption of \$2,400. But these were 1948 dollars. To be equivalent, because of dollar inflation alone, moderate as it has been year by year, the sum would now need to be \$3,288, or \$822 per person."

Recently updated surveys for a typical family of four in 20 major cities in the United States shows their cost of food to be \$2,005 annually, with \$1,512 for housing, \$604 for clothing, and medical costs of \$400. With other expenses, Hartke said, the total annual cost of living of this "20-city typical family" is \$6,797.

"This, of course, is considerably more than the amount that many thousands and even millions of families have as income," Hartke said. "Three thousand dollars is often cited as the poverty line. Yet our present \$600 exemption provides only \$2,400 deductible for a family of four. A \$1,000 exemption for four persons would still be more than 50 per cent below the family budget I have been noting."

"Free collective bargaining and the right to strike are indispensable to our national economy. Without free collective bargaining and the right to strike, the federal government would establish fixed wages in the various industries. This would be done in the guise of protecting the public interest. However, this is impossible without establishing fixed prices in corresponding industries. This eventually would necessarily lead to federal controls on wages in all occupations and professions. It would end in national socialism."

—James R. Hoffa, The International Teamster, April, 1962.

**For
Your**

Information

● IBT Continues Lead

The Teamsters Union, as in recent months past, continued to lead single-union election statistics for the month of August according to National Labor Relations Board elections.

Teamster affiliates took part in more than 31 per cent of all the single-union ballots (174 of 557) in August, and won more than 30 per cent of all single-union victories (95 of 311) for the month.

Of the more than 12,000 workers eligible to ballot in the units that voted for union representation, Teamster affiliates gained 2,152 or 18 per cent of the total.

● Farm Container

A new multi-purpose van container is being developed by government specialists for hauling food-stuffs from farm to market, according to the Agriculture Department.

The new container is an outgrowth of the development of containerized shipping in which vans are hauled by truck, rail or water without rehandling individual packages until the van is unloaded at its destination.

More flexible than its predecessors, the new container is being designed to carry fresh fruits and vegetables and other perishables, both frozen and unfrozen, as well as dry cargo.

● Convict Fig-Pickers

Organized labor in California protested mightily to no avail recently when Gov. Ronald Reagan authorized the use of 200 state prisoners to help harvest a ripe fig crop.

The governor contended that fig growers would suffer a substantial loss if convicts were not made available. Labor spokesmen contended, however, that growers had not made a full effort to find domestic labor.

Another objection was that while the prisoners were being paid "prevailing wages" part of the money was earmarked for the state treasury and the rest to go into a fund to be paid to the convicts upon their release.

● Food Prices

Higher marketing costs account for the major share of the increase in food prices during recent years, according to the department of Agriculture.

In 1966, consumers spent \$83 billion for food products that originated on U.S. farms. of this total, farmers received \$28 billion.

Of the \$40 billion increase in food expenditures

since 1947-49, only \$9 billion—or less than one-fourth—has gone to the farmers.

● High Price of Doctors

Fees charged by physicians increased 7.8 per cent during 1966, according to Wilbur J. Cohen, Undersecretary of Health, Education and Welfare.

Furthermore, Cohen said recently, the latest Bureau of Labor Statistics figures for August of this year show that doctor fees in that month increased 8.9 per cent over August of 1966.

Cohen opined that if doctor fees continue their sharp increase, Americans simply will not be able to visit physicians as often.

● Ballooning Consumer Debt

Consumer debt continues to balloon as total installment credit at the end of August reached a record \$75.9 billion, according to the Federal Reserve Board.

At the same time, overall consumer credit increased to a record \$95.7 billion. Installment credit increased \$344 million in August mostly as a result of new contracts for furniture, appliances, and clothing.

● Myth Revisited

The old myth that wage increases cause high prices was never more thoroughly discounted than recently when the government announced a sharp summer gain in the nation's output of goods and services.

The rate of increase in the Gross National Product represented a \$15 billion hike over the rate in the second quarter. Government economists attributed at least half the \$15 billion gain to price inflation—the rest to mostly normal growth of the GNP.

Needless to say, the inflation represented war profiteering much more than wage increases tabulated by the government.

● Foundation Probe

Rep. Wright Patman of Texas, chairman of the House Small Business Subcommittee, was scheduled to launch an investigation into the mass production of tax-dodging foundations as October came to a close.

The subcommittee probe followed on the heels of a disclosure by the Internal Revenue Service that it has been investigating for 8 months widely promoted plans to avoid taxes through private foundations or family trusts. IRS doubts the legality of the tax-dodging schemes.

Patman, long a foe of the foundation used as a

gimmick, planned first to call representatives of an organization known as "Americans Building Constitutionally."

● Foundation Bonanza

The U.S. Tax Court recently over-ruled the Internal Revenue Service in favor of a successful family-owned corporation and its foundation.

The company's president set up the foundation and gave it \$1.2 million in blue chip stocks that cost him \$500,000. He claimed the entire amount as a deductible gift. The foundation thereupon sold most of the stocks and used the proceeds to buy all the corporation's shares owned by family members other than the taxpayer-donor.

IRS ruled against this hanky-panky. But the Tax Court disagreed and said the transaction was legitimate because the stock the foundation wound up with was easily worth what was paid for it.

● Interest on Savings

Interest rates on savings reportedly are in the midst of an upward move, but some methods of saving still provide more than others.

A compilation by Moody's Investors Service shows that the best annual return on savings today is available in railroad bonds where the average rate of return is 6.14 per cent. The lowest annual rate of return on savings is in commercial banks where the average is a flat 4 per cent.

The only saving method that is tax free is in the area of municipal bonds where the average rate of annual return is 4.22 per cent.

● Food Sales Record

A 7.1 per cent increase, the largest 1-year jump in a decade, was registered in supermarket and grocery store sales in 1966 when they totaled a record \$64.7 billion.

Food Topics, trade magazine, reported the tremendous sales increase was due mostly to a 5 per cent hike in food prices.

When the magazine made its first survey 20 years ago, total grocery store sales amounted to slightly more than \$24 billion.

● Welfare Myth Shattered

The old myth that most people on welfare rolls will not take a job even when they are offered employment was shattered again on a large scale recently in California.

Spencer Williams, administrator of the state's health and welfare administration, said that of 4,363 fathers on welfare last September, 3,255 took farm jobs when offered to them and 647 were placed in other employment. Only 261 were removed from the welfare rolls for "failure to cooperate."

In 9 counties having a critical farm labor shortage, 2,859 fathers were referred for employment and 2,453 went to work on farms while 205 accepted

other jobs. Only 124 cases, in this instance, were closed out for "failure to cooperate."

● Safety Regulation Revision

The Bureau of Motor Carrier Safety of the Federal Highway Administration, Department of Transportation, is in the final stages of revising motor carrier safety regulations.

Undergoing particular change is Part 291 dealing with driver qualifications. Included in the major revisions of the section are requirements for more frequent physical examinations of drivers and definite guidelines for physicians in the qualification requirements with respect to diabetics and sufferers from epilepsy, cardiovascular diseases; and for emotional stability and other physical and mental conditions likely to interfere with safe driving.

Further proposals include more specific responsibilities on motor carrier management in the selection, training, supervision, and control of drivers.

● High Interest Hurts

Challenging the claim that high interest rates deter inflation, former congressman Byron L. Johnson, now a professor of economics at Colorado University, said recently:

"On the contrary, rising rates hurt the economy and add to unemployment. They are uneconomic, unnecessary, unfair, and tragic for America. Increasing the price of money raises prices, just as does raising the price of steel. The threat of inaction is a phony argument for a policy that hurts the worker but helps the banker."

● Closed Shop Request

Maryland's state legislature recently received a demand from the American Bar Assn., that it be given a closed shop—the same kind of closed shop which the ABA helped outlaw 20 years ago in the Taft-Hartley Act.

The ABA proposal in Maryland would require all lawyers to join both the state and local bar associations, despite the fact that only 60 per cent of the attorneys in the state are now members.

● 'Rent-a-Man' Gimmick

Increasing use of so-called "rent-a-man" services provided by a certain type of private employment agency has resulted in the use of the term, "pay-rolling," by businessmen.

By "payrolling," companies are able to pick up temporary workers without putting them on the company payroll. When the job is finished, the employees are dismissed without showing up on company records or being able to collect unemployment compensation.

Behind the gimmick is the fact that the unemployment tax on business is based on a company's record for steady employment. "Payrolling" makes it possible for a firm to score heavy tax savings at the expense of unemployment compensation funds.

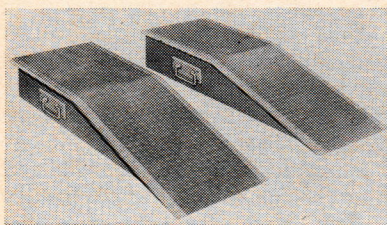
WHAT'S NEW?

Compact Power Converter

A new compact power converter, mounted under the dash of a truck and capable of supplying "on the spot" current to operate power hand tools and quick-charge six, twelve and twenty-four volt batteries, is on the market. The manufacturer says the unit was designed to furnish available electricity to companies and individuals who are often confronted with "no electric power" in the field. The company claims its unit is the perfect, low-cost, high-dependability converter for fleet operators who are frequently confronted with "down batteries."

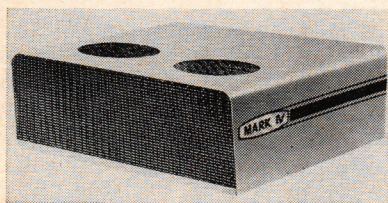
Magnesium Wheel Ramps

A manufacturer is producing a complete line of lightweight magnesium



wheel ramps which have capacities of 12,000 pounds per ramp. Constructed of welded magnesium treadplate, the units are easily handled by one man and are designed to improve dock loading conditions raising trucks or trailers closer to dock level. Tank truck unloading can also be speeded up by using the ramps to raise the front wheels.

Cab Air Conditioner



Features of this new heavy-duty air conditioner include aluminum aircraft

type construction, low nine-inch silhouette, simplified single-switch control, two condenser fans for increased cooling capacity and four large cold air outlets for full cab circulation. On sleeper cabs, cold air can be directed into both sleeper and driver compartments without exterior ducts. The manufacturer says it tops the line in cooling capacity. The completely self-contained cab-top unit, installs quickly and easily with a full, weather-tight seal, and takes up no useable space inside the cab.

Anti-Static Straps

These conductive straps can be worn over ordinary shoes to provide full protection against static charges. They prevent accumulation of static on the body of the wearer and virtually eliminate the danger of static



charges in areas containing explosive fluids and gases or in any location where sparks are potentially dangerous.

Particularly useful in cold, dry weather, these straps also do away with discomfort caused by heavy static charges generated by walking on heavy carpeting.

Made from conductive stripping with high abrasion resistance, each strap has a built-in loop which fits snugly over the toe of the shoe and a long tail which fits under the sole, up the back of the shoe and is held in place over the insole.

No-Carbon Field Book

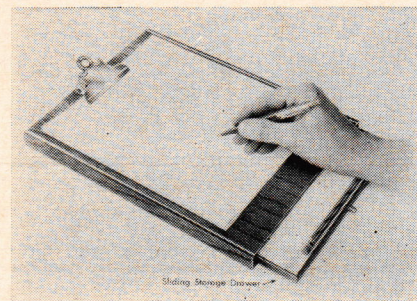
Anyone required to keep records in the field will appreciate this new product—a field book which eliminates the problems of handling loose carbon paper in the field and provides a duplicate set of notes for reference. Each duplicating field book has 60 sheets and 40 writing surfaces, with each page ruled into six columns. Special ring-type binding permits the book to lay flat for maximum ease of use.

Multi-Purpose Lubricant

A lubricant that answers a great many needs around the shops and terminals of the transportation industry is the claim of a manufacturer describing its new product. This non-flammable material can be used as a penetrant, as well as a lubricant for loosening tough nuts, bolts and sliding parts. The lubricant is a water displacing and anti-corrosion spray. Because it is non-conductive, it can be sprayed on any electric part. The company says small electric motors have run under water after being sprayed with the lubricant. The lubricant also has been found useful in reworking stuck valve lifters and preventing weld spatter from sticking.

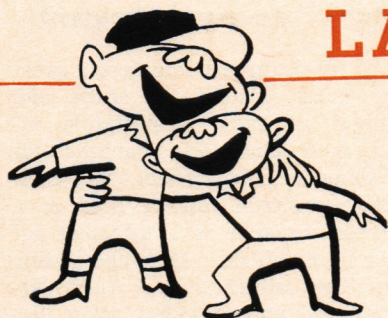
Clip Board Caddy

A new combination clip board with a sliding storage drawer is like a portable desk. The sliding storage drawer is built-in to hold such items as paper, pens, pencils and small tools. Hand bound with scuff proof, wood grained leathertex. Clip and drawer pull are gold finished. The size is 12½" x 9½" x ¾".



WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

He's All Right Now

"I used to be terribly conceited but my psychiatrist straightened me out. Now I'm one of the nicest guys in town."

And That's That

The preacher was haranguing the congregation about the young people sowing wild oats. As he paused for breath, there came a voice from the rear: "Well, you gotta sow 'em while you got 'em!"

No Variety Show

A drunk on the cruise stood looking through a porthole the entire afternoon and finally mumbled, "What a lousy television show!"

Oblique Face

On his way to the city, commuter Jim Smith found himself seated next to a very nosy neighbor. During the course of their conversation the curious one asked Smith what he had paid for his house, his car, and what dues he paid at the country club. The exasperated Smith replied as shortly as possible, but the interrogator was undismayed as he continued: "I hear you sold that pedigreed retriever of yours."

"Yes," said Smith.

"Do you mind telling me what you sold him for?" pursued the questioner.

"Not at all," returned Smith. "I sold him for chewing the table leg."

She Should Know

"Why are you so jealous of your husband's secretary?"

"Because I used to be his secretary."

Job Application

"Yes, we want a young man in this office. Do you smoke, chew, swear, drink, or run around nights?"

"No, sir, but I can learn."

Best Policy

Two women on a bus were having a lively conversation, when one suddenly exclaimed, "Heavens! I forgot to pay my fare!"

"Oh, nobody noticed," her friend whispered, "I'd forget it."

But the righteous woman pushed to the front and back again, her face beaming. "You see," she said, "honesty pays! I gave the driver a quarter and he handed me a fifty-cent piece in change!"

Hit 'Em Again, Harder

"My, but Johnny got banged up at the football game. He got an arm broken and wrenched a shoulder, not to mention the bruises."

"But I didn't know he played football."

"He doesn't. He got into the wrong rooting section."

Milder

A tax assessor's official had to decide on which side of the United States-Canada border an old lady's newly-purchased house lay. Surveyors finally announced that it was just inside the United States' border.

The old lady smiled. "I'm so glad to know that," she said. "I've always been told that the winters in Canada are terribly severe."

Small Talk

She: "You see more in a big city."

He: "True, true, but you hear more in a small town."

Self-Confident

Boss: "What are you doing here? I fired you a couple of weeks ago."

Office boy: "Yes, I know. I just came back to see if you were still in business."

Time Flies

Customer: "Here's the final installment on the baby's furniture."

"Storekeeper: "Splendid. And how's the little fellow getting on?"

Customer: "Wonderfully. He was top man in his high school class last term."

That's Our Girl

Ethel—"Please, can you tell me the time?"

Willie—"I don't know exactly, but I know it isn't 4 o'clock yet!"

Ethel—"Are you sure?"

Willie—"Quite; 'cause I have to be home by 4 and I'm not home yet."

Stopper

She: "There's one thing I want to tell you before you go any farther."

Her date: "What's that?"

She: "Don't go any farther."

Not Outdone

The newly-rich woman was trying to make an impression: "I clean my diamonds with ammonia," she said, "my rubies with Bordeaux wine, my emeralds with Napoleon brandy and my sapphires with fresh milk"

"I don't clean mine," said the quiet woman sitting next to her. "When they get dirty I just throw them away."

Hazard

Worker—"I'd like to get a raise. I was married yesterday."

"Sorry," said the foreman, "but we are not responsible for accidents outside the factory."


Close Bargainer

His friends in the mountains say that Uncle Ben, a very cautious and frugal old man, put on his new suit of clothes one day and went down to have a look at Chattanooga. As he was looking, a red-nosed stranger approached, asking, "Will you give me a quarter for a sandwich?"

Uncle Ben gave him a good looking-over. "Lemme see the sandwich first," he said.

FIFTY YEARS AGO

in Our Magazine



VOL. XIV

(From the November, 1917, issue of the TEAMSTER)

Number 11

Unionism Justified in World-Wide War

Trade Unionism could not remain true to its principles and stand aloof from the present world war, declared Frank Morrison, secretary of the American Federation of Labor in a Labor Day speech in Indianapolis, Ind.

"Regardless of the first cause of the present world-wide field of carnage," he said, "the logic of events has compelled our country to unsheath the sword in a contest that has since developed between forces that justify government based on the theory that rulers receive power from on high and government that acknowledges its dependence on the individual.

"In this struggle organized labor has taken the only course it can take and remain true to its policy and its principles. It is no answer to say that we should favor peace and take no part in a struggle 3,000 miles away. We favor peace on the industrial field, and yet our numbers in the State of Maine will rally to the support of attacked workers on the Pacific slope.

"We cry for peace and yet our members were in the ranks in this country's army when our nation went on sympathetic strike against Spanish domination in Cuba and secured freedom for the people of that island and of Porto Rico and the Philippines. We cry for peace, and yet our workers continually brave death in the mines, in transportation service and in all lines of industry, through occupational diseases and other causes.

"The longing for liberty is inherent in the members of organized labor and when this aspiration of other peoples is

checked by a power backed by educational development, by economic organization and by the greatest military machine the world has ever known, the American trade union movement, true to principles so continuously urged, took the open road to democracy when it was called on to choose.


"In opposition to this war, attention is called to profiteers who will reap benefit. This is true, but in protesting against these profiteers, and in support-

ing every movement that will check them and will conscript their wealth, as has been done with men, I urge you not to lose sight of the principle that has been developed in this war since our country's entrance. This principle overshadows all else, and must not be subordinated to secondary questions of internal affairs that can be solved by an alert citizenship that must insist each shall do his share.

"The one outstanding fact

that the historians are interested in is that the civil war destroyed the auction block for black men as a part of the business relation between white men, and the one great fact that will come out of the present great war is that the cause of democracy will be served as never before, for when the world's armies are disbanded it is inconceivable that men will accept conditions that are a denial of that freedom for which they so courageously battled.

Story of a Russian Prisoner



THE following information was secured from a Russian prisoner of war, recently escaped through Belgium from the occupied portion of northern France:

He belonged to a labor battalion which worked at the rear of a firing line dismantling manufacturing plants and railways. There were other battalions composed of Belgians, French, English, Italians and Roumanians.

A labor battalion on the western front originally consisted of 2,000 men, but the processes of starvation, accidents, exposure, unmerciful beatings and death have reduced it to about 500 men and sometimes to much less. The same process of disintegration was going on in all the battalions.

The sick, the injured and those utterly worn out and unfit are never sent back to Germany to their original camps, but are kept behind the front, there to die. The officials are afraid of the effect

on their own people of the horrible sight these men present. They are like men who stalk out of their graves, animated skeletons, bones covered with skin, cheeks without flesh, deeply sunken eyes.

The informant was a sergeant and resisted to the end all German attempts to compel him to work. The latter part of November he was given the choice to work or to be starved to death. He accepted the latter. For six days he was stood at attention in an open field from 6 a. m. till noon. After eating his soup at noon he and thirty other non-commissioned officers were locked up in a wet cellar until morning. This went on for six days.

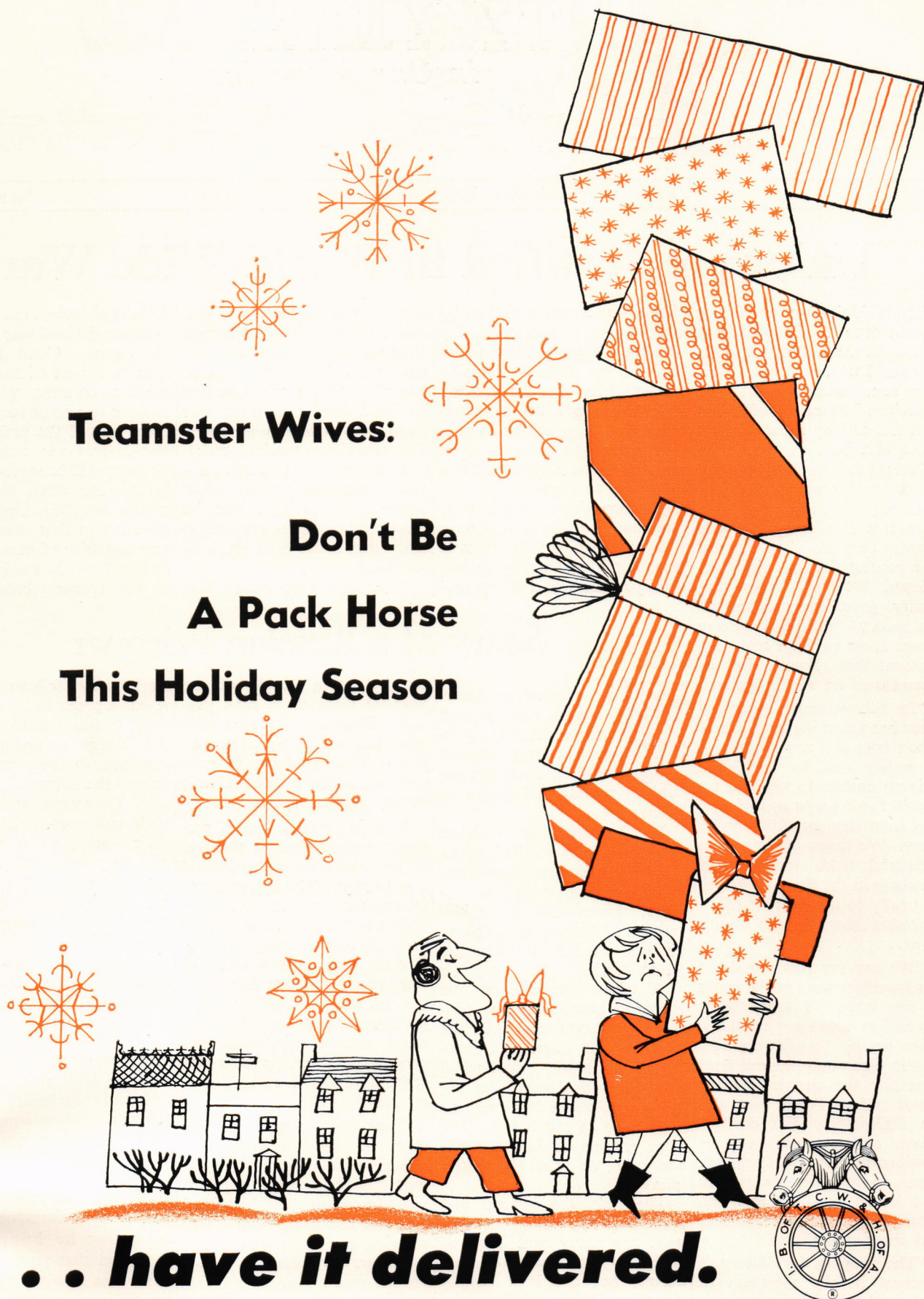
They were then told that three of the thirty of them would be picked out by lot and would be shot unless they consented to work. They were led out. In the party were three sentries, a German officer and a doctor. The threat was repeated once more. The Polish non-commissioned officers weakened and consented to

work, others followed suit and signed a paper to the effect that they "volunteered" to work. The informant and ten others persisted in their refusal and begged the officer to have them shot. They were led to one side, their arms were twisted behind their backs, wrists were tied and they were left suspended by their wrists with their feet off the ground, the upper part of their body taking a drooping position. They remained thus suspended two hours. The next day the process was repeated and one man broke down and consented to work. Hanging of the remainder continued and was followed by beatings with rifle butts, then followed four more hours of hanging. When consciousness left them, they were carried into the cellar and were thrown on wet stones. The men weakened and "volunteered" to work. The informant held out. Altogether he hung twelve hours on that post.

He was finally liberated and was sent to work along with others.

Teamster Wives:

**Don't Be
A Pack Horse
This Holiday Season**



... have it delivered.